MINUTES
OF THE
122ND SESSION
OF
THE GOVERNING BODY

GENEVA, 29-30 MAY, 19 and 26 JUNE 1953
## CONTENTS

<table>
<thead>
<tr>
<th>Persons Attending the Session</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FIRST SITTING</strong></td>
<td></td>
</tr>
<tr>
<td>Address by the Secretary-General of the United Nations</td>
<td>12</td>
</tr>
<tr>
<td>Greetings to Mr. Paal Berg</td>
<td>14</td>
</tr>
<tr>
<td>Approval of the Minutes of the 121st Session (First Item on the Agenda)</td>
<td>14</td>
</tr>
<tr>
<td>Agenda of the 38th (1955) Session of the International Labour Conference (Second Item on the Agenda)</td>
<td>14</td>
</tr>
</tbody>
</table>

| **SECOND SITTING** |      |
| Report of the Twenty-Third Session of the Committee of Experts on the Application of Conventions and Recommendations (Third Item on the Agenda) | 20   |
| Report of the Fourth Session of the Permanent Agricultural Committee (Fourth Item on the Agenda) | 20   |
| Report of the Committee on Standing Orders and the Application of Conventions and Recommendations (Ninth Item on the Agenda) | 22   |
| Draft Periodical Reports on the Working of Conventions | 22   |
| Draft Forms of Annual Reports | 22   |
| Choice of Conventions and Recommendations Which Should Be the Subject of Reports in 1954 under Article 19 of the Constitution | 22   |
| Desirability of Revising the Hours of Work and Rest Periods (Road Transport) Convention, 1939 (No. 67) | 22   |
| Attendance of Observers at Meetings of the International Labour Organisation | 22   |
| Release of Confidential Governing Body Minutes after a Period of Years | 25   |
| Report of the Manpower and Employment Committee (Tenth Item on the Agenda) | 26   |
| Composition of Committees (Thirteenth Item on the Agenda) | 26   |
| Report of the Preliminary Meeting of Statistical Experts (Fifth Item on the Agenda) | 27   |
| Reports of the International Organisations Committee (Eleventh Item on the Agenda) | 27   |
| First Report: Draft Agreement concerning Collaboration between the International Labour Organisation and the European Coal and Steel Community | 27   |

| **THIRD SITTING** |      |
| Financial and Budgetary Situation on 30 April 1953 | 29   |
| Financial Situation of the Expanded Programme of Technical Assistance Account on 30 April 1953 | 29   |
| Review of Audit Arrangements | 29   |
| Appointment of an Auditor | 29   |
| Appointments to the Investments Committee under the I.L.O. Staff Pensions Fund Regulations | 29   |
| Appointments to the Administrative Board of the I.L.O. Staff Pensions Fund and to the I.L.O. Staff Pensions Committee (United Nations Joint Staff Pension Fund) | 29   |
| Report of the Administrative Board of the I.L.O. Staff Pensions Fund | 29   |
| Report of the I.L.O. Staff Pensions Committee (United Nations Joint Staff Pension Fund) | 29   |
| Enlargement of the Building Subcommittee | 29   |
| Financial Implications of Increasing Governing Body Representation at the Asian Regional Conference | 30   |
| Financial Implications of Representation of the Joint Maritime Commission at the Asian Maritime Conference | 30   |
| Financing of the Proposed Admission of Additional Members to Industrial Committees | 30   |
| Sharing of Administrative Expenses of the United Nations Joint Staff Pension Fund | 30   |
| Occupation of Budgetary Posts | 30   |
| Appointments to the I.L.O. Administrative Tribunal | 30   |
| Request of U.N.E.S.C.O. concerning the I.L.O. Administrative Tribunal | 30   |
| Report of the Allocations Committee (Seventh Item on the Agenda) | 30   |
| Report of the Director-General (Fourteenth Item on the Agenda) | 30   |
| I. Obituary | 30   |
| II. Progress of International Labour Legislation | 30   |
| III. Publications | 30   |
| IV. Implementation of Certain Recommendations Made by the Committee of Experts on the Prevention and Suppression of Dust in Mining, Tunnelling and Quarrying | 30   |
V. (a) Date and Place of the Asian Maritime Conference ........................................ 31
(b) Composition of the Asian Regional Conference ............................................. 31
VI. Date and Place of the Fifth Session of the Asian Advisory Committee ............... 31
VII. Communications to the Governing Body ....................................................... 31
First Supplementary Report: I.L.O. Regional Activities ........................................ 32
Third Supplementary Report: Meeting of Experts on Systems of Payment by Results in the Construction Industry: 
List of Experts ................................................................. 33
Requests for Representation from Non-Governmental International Organisations .... 33
Fourth Supplementary Report: Survey of Migration Activities .............................. 33
Fifth Supplementary Report: Composition of the Asian Maritime Conference ........... 33
Sixth Supplementary Report: Meeting of a Panel of the Correspondence Committee on Co-operation ............................ 34
Appointment of Governing Body Representatives on Various Bodies (Seventeenth Item on the Agenda) ................... 34
Meeting of Experts on Systems of Payment by Results in the Construction Industry (Geneva, 21-31 July 1953) .............. 34
Asian Regional Conference (Tokyo, 14-26 September 1953) .............................. 34
Asian Maritime Conference (Nuwara Eliya, 5-15 October 1953) ......................... 34
Building, Civil Engineering and Public Works Committee (Fourth Session, Geneva, 26 October-7 November 1953) ............. 35
Coal Mines Committee (Fifth Session, Düsseldorf, 30 November-12 December 1953) . 35
Committee of Experts on Social Policy in Non-Metropolitan Territories (Third Session, Lisbon, 7-19 December 1953) ....... 35
Special Tripartite Conference concerning Rhine Boatmen .................................. 35
Representation of the I.L.O. at the Eighth Regular Session of the General Assembly of the United Nations (Opening Date 15 September 1953) .................. 35
Death of Mr. Cyril Kerr ......................................................................................... 35

Fourth Sitting

Presentation of a Portrait of the Late Sir John Forbes Watson, Former Employers' Vice-Chairman of the Governing Body ......................................................... 37

Fifth Sitting

Opening of the Sitting .............................................................................................. 36
Reports of the Financial and Administrative Committee (Sixth Item on the Agenda) (continued):
Second Report: 
Report of the Building Subcommittee .................................................................... 36
Payments under Article 18 (3) of the Financial Regulations ................................... 36
Request of the International Telecommunication Union concerning the Administrative Tribunal of the International Labour Organisation ........................................... 36
Reports of the International Organisations Committee (Eleventh Item on the Agenda) (continued):
Second Report :
Report of the Ad Hoc Committee on Forced Labour ............................................. 40
Agreement concerning Collaboration between the International Labour Organisation and the European Coal and Steel Community ........................................... 40
Full Employment .................................................................................................. 40
Programme of Concerted Practical Action in the Social Field of the United Nations and Specialised Agencies ...................... 40
Reports of the Committee on Freedom of Association (Twelfth Item on the Agenda):
Seventh Report:
I. Introduction ...................................................................................................... 40
II. Cases Which the Committee Recommends Should Be Dismissed ...................... 40
Ninth Report ........................................................................................................ 40

Report of the Director-General (Fourteenth Item on the Agenda) (continued):
Eighth Supplementary Report: Conditions of Work in the Fishing Industry........... 40
Composition of Committees (Thirteenth Item on the Agenda) (continued):
First Supplementary Note ..................................................................................... 40
Second Supplementary Note ................................................................................ 40

Report of the Director-General (Fourteenth Item on the Agenda) (continued):
Third Supplementary Report (continued) : Meeting of Experts on Systems of Payment by Results in the Construction Industry (Supplementary Note) .......... 40
Sixth and Tenth Supplementary Reports: Proposed Meeting of a Panel of the Correspondence Committee on Co-operation, and Supplementary Note .................................................. 40

Sixth Sitting

Report of the Director-General (Fourteenth Item on the Agenda) (continued):
Fourth Supplementary Report: Survey of Migration Activities .......................... 40
Reports of the Committee on Freedom of Association (Twelfth Item on the Agenda) (continued):
Eighth and Tenth Reports .................................................................................... 40
Report of the Committee on Industrial Committees (Eighth Item on the Agenda):

I. Requests for Membership of Industrial Committees ............................................ 50
II. Requests for the Establishment of New Industrial Committees .......................... 54
III. Petroleum Committee: Studies Proposed at the Fourth Session ....................... 54
IV. Chemical Industries Committee: Studies Proposed at the Third Session ............ 54
V. Agenda of the Third Session of the Advisory Committee on Salaried Employees and Professional Workers .......................................................... 54
VI. Agenda of the Fifth Session of the Iron and Steel Committee ......................... 54
VII. Inland Transport Committee: Standard Set of Rules for International Road Transport in Europe .......................................................... 55
VIII. Administrative Arrangements for the Application of the Agreement on Social Security for Rhine Boatsmen ......................................................... 55
IX. Proposed Amendments to the Agreement concerning Conditions of Employment of Rhine Boatsmen ......................................................... 55
X. Co-ordination of Social Security Schemes for Migrants (Especially Migrant Miners) in Europe .......................................................... 56
XI. Second Session of the Committee on Work on Plantations ............................. 56

Reports of the International Organisations Committee (Eleventh Item on the Agenda) (conclusion):

Third Report ........................................................................................................ 56
International Covenants on Human Rights ........................................................... 57
The Role of the Council of Europe in the Social Field ......................................... 57

Composition of Committees (Thirteenth Item on the Agenda) (conclusion):

Third Supplementary Note:
Committee of Experts on the Application of Conventions and Recommendations ........................ 57

Report of the Director-General (Fourteenth Item on the Agenda) (conclusion):

Seventh Supplementary Report: Procedure for the Determination of the States of Chief Industrial Importance .......................................................... 57
Ninth Supplementary Report: Request from the International Confederation of Free Trade Unions for Representation at the Committee of Experts on Social Policy in Non-Metropolitan Territories .......................................................... 57
Eleventh Supplementary Report: Request from the International Federation of Christian Trade Unions for Representation at the Committee of Experts on Social Policy in Non-Metropolitan Territories .......................................................... 58

Programme of Meetings (Fifteenth Item on the Agenda) ....................................... 59

Appointment of Governing Body Representatives on Various Bodies (Seventeenth Item on the Agenda) (conclusion):

Asian Regional Conference (Tokyo, 14-26 September 1953) ................................... 59
Building, Civil Engineering and Public Works Committee (Fourth Session, Geneva, 26 October-7 November 1953) .......................................................... 59
Coal Mines Committee (Fifth Session, Düsseldorf, 30 November-12 December 1953) ...... 59
Committee of Experts on Social Policy in Non-Metropolitan Territories (Third Session, Lisbon, 7-19 December 1953) .......................................................... 59
Special Tripartite Conference concerning Rhine Boatsmen ................................... 59
Representation of the I.L.O. at the Eighth Regular Session of the General Assembly of the United Nations (Opening Date 15 September 1953) ........... 59
Possible Representation of the Governing Body at the Meeting of the Intergovernmental Committee for European Migration ......................................................... 60

Date and Place of the 123rd Session of the Governing Body (Eighteenth Item on the Agenda) .......................................................... 60

Election of Officers of the Governing Body (Sixteenth Item on the Agenda):

Election of Chairman .......................................................................................... 60
Election of Vice-Chairmen .................................................................................... 61
Expression of Thanks to the Outgoing Chairman .................................................. 61

Appendices

APPENDIX I. Agenda .................................................................................................. 65
APPENDIX II. Agenda of the 38th (1955) Session of the International Labour Conference (Second Item on the Agenda) .......................................................... 66
APPENDIX III. Report of the Twenty-Third Session of the Committee of Experts on the Application of Conventions and Recommendations (Third Item on the Agenda) .......................................................... 69
APPENDIX IV. Report of the Fourth Session of the Permanent Agricultural Committee (Fourth Item on the Agenda) .......................................................... 71
Annex: Report of the Fourth Session of the Permanent Agricultural Committee .................................................................................................. 71
Appendix A: Proposals concerning Vocational Training in Agriculture ................. 71
Appendix B: Resolution concerning International Co-operation in the Field of Vocational Training in Agriculture .......................................................... 74
Appendix C: Proposals concerning the Employment of Children and Young Persons in Agriculture ......................................................................................... 76
Appendix D: Proposals concerning the Contribution of the I.L.O. to International Action in Respect of Agrarian Reform .......................................................... 78
APPENDIX V. Report of the Preliminary Meeting of Statistical Experts (Geneva, 11-16 May 1953) (Fifth Item on the Agenda) ........................................... 79
Annex I: Results of Inquiries to the United Nations and to Other Specialised Agencies on (a) International Comparisons of the National Per Capita Income in Individual Countries; (b) Methods of Family Living Studies in Rural Sectors in Underdeveloped Countries ........................................... 79
Annex II: Report of the Preliminary Meeting of Statistical Experts ........................................... 81

APPENDIX VI. Reports of the Financial and Administrative Committee (Sixth Item on the Agenda) ........................................... 83

APPENDIX VII. Report of the Allocations Committee (Seventh Item on the Agenda) ........................................... 84

APPENDIX VIII. Report of the Committee on Industrial Committees (Eighth Item on the Agenda) ........................................... 85
I. Requests for Membership of Industrial Committees ........................................... 85
II. Requests for the Establishment of New Industrial Committees ........................................... 85
III. Petroleum Industry: Studies Proposed at the Fourth Session ........................................... 86
IV. Chemical Industries Committee: Studies Proposed at the Third Session ........................................... 86
V. Agenda of the Third Session of the Advisory Committee on Salaried Employees and Professional Workers ........................................... 86
VI. Agenda of the Fifth Session of the Iron and Steel Committee ........................................... 87
VII. Inland Transport Committee: Standard Set of Rules for International Road Transport in Europe ........................................... 87
VIII. Administrative Arrangements for the Application of the Agreement on Social Security for Rhine Boatmen ........................................... 88
IX. Proposed Amendments to the Agreement concerning Conditions of Employment of Rhine Boatmen ........................................... 88
X. Co-ordination of Social Security Schemes for Migrants (Especially Migrant Miners) in Europe ........................................... 89
XI. Second Session of the Committee on Work on Plantations ........................................... 89

APPENDIX IX. Report of the Committee on Standing Orders and the Application of Conventions and Recommendations (Ninth Item on the Agenda) ........................................... 91
Draft Periodical Reports on the Working of Conventions ........................................... 91
Draft Forms of Annual Reports ........................................... 92
Choice of Conventions and Recommendations Which Should Be the Subject of Reports in 1954 under Article 19 of the Constitution ........................................... 92
Desirability of Revising the Hours of Work and Rest Periods (Road Transport) Convention, 1939 (No. 67) ........................................... 93
Attendance of Observers at Meetings of the International Labour Organisation ........................................... 93
Preparation of Regional Conferences ........................................... 93
Release of Confidential Governing Body Minutes after a Period of Years ........................................... 93

APPENDIX X. Report of the Manpower and Employment Committee (Tenth Item on the Agenda) ........................................... 95
Approval of the Minutes of the Last Session of the Committee ........................................... 95
Progress Report ........................................... 95

APPENDIX XI. Reports of the International Organisations Committee (Eleventh Item on the Agenda) ........................................... 96
First Report ........................................... 96
Draft Agreement concerning Collaboration between the International Labour Organisation and the European Coal and Steel Community ........................................... 96
General Information ........................................... 96
Second Report ........................................... 96
Report of the Ad Hoc Committee on Forced Labour ........................................... 96
Agreement concerning Collaboration between the International Labour Organisation and the European Coal and Steel Community ........................................... 97
Full Employment ........................................... 97
Programme of Concerted Practical Action in the Social Field of the United Nations and Specialised Agencies ........................................... 98
Third Report ........................................... 98
International Covenants on Human Rights ........................................... 98
The Role of the Council of Europe in the Social Field ........................................... 99

APPENDIX XII. Reports of the Committee on Freedom of Association (Twelfth Item on the Agenda) ........................................... 102

APPENDIX XIII. Composition of Committees (Thirteenth Item on the Agenda) ........................................... 103
Committee of Experts on Indigenous Labour ........................................... 103
Correspondence Committee on Occupational Safety and Health ........................................... 103
Correspondence Committee of Statistical Experts ........................................... 103
Committee of Experts on Social Policy in Non-Metropolitan Territories ........................................... 103
First Supplementary Note: Correspondence Committee on Co-operation ........................................... 103
Committee of Experts on Indigenous Labour ........................................... 104
Correspondence Committee on Occupational Safety and Health ........................................... 104
APPENDIX XIV.

Report of the Director-General (Fourteenth Item on the Agenda)

I. Obituary: Mr. Salvesen

II. Progress of International Labour Legislation

III. Publications

IV. Implementation of Certain Recommendations Made by the Meeting of Experts on the Prevention and Suppression of Dust in Mining, Tunnelling and Quarrying (Geneva, 1-17 December 1952)

V. (a) Date and Place of the Asian Maritime Conference

(b) Composition of the Asian Regional Conference

VI. Date and Place of the Fifth Session of the Asian Advisory Committee

APPENDIX XV.

Programme of Meetings (Fifteenth Item on the Agenda)

APPENDIX XVI.

Election of Officers of the Governing Body (Sixteenth Item on the Agenda)

APPENDIX XVII.

Appointment of Governing Body Representatives on Various Bodies (Seventeenth Item on the Agenda)

APPENDIX XVIII.

Date and Place of the Next Session of the Governing Body (Eighteenth Item on the Agenda)

APPENDIX XIX.

Alphabetical List of Persons Attending the Session

INDEX
The Governing Body
of the International Labour Office

MINUTES OF THE 122ND SESSION

The 122nd Session of the Governing Body was held at the International Labour Office, Geneva, on Friday, 29 and Saturday, 30 May and on Friday, 19 June and Friday, 26 June 1953.

The Governing Body was composed as follows at the sittings on 29 and 30 May:

Chairman: Mr. GARCÍA OLDINI.

Government group:

Belgium: Mr. Fafchamps.
Brazil: Mr. de Souza e Silva.
Canada: Mr. Williams.
Chile: Mr. GARCÍA OLDINI.
China: Mr. Tuan.
Finland: Mr. Wuori.
France: Mr. Ramadier.
India: Mr. Abid Ali.
Iran: Mr. Esfandiary.
Italy: Mr. Ago.
Mexico: Mr. Paz.
Pakistan: Mr. Malik.
Portugal: Mr. Fernandes.
United Kingdom: Sir Guildhaume Myrdin-Evans.
United States: Mr. Kaiser.
Venezuela: Mr. Monroya.

Employers' group:

Mr. Allana.
Mr. Bergenström.
Mr. Burton (substitute for Sir Richard Snedden).
Mr. Campanella.
Mr. Orr (substitute for Mr. Gemmill).
Mr. C. E. Shaw.
Mr. Tata.
Mr. Wain.

Workers' group:

Mr. Aftab Ali.
Mr. Delaney.
Mr. Ibáñez.
Mr. Jouhaux.
Mr. Monk.
Mr. Roberts.
Mr. Shastri.
Mr. Sölven.

The following members attended the sittings on 19 and 26 June only:

Government group:

Chile: Mr. Díaz Casanueva.
Iran: Mr. Farmán Farmaían.
Portugal: Mr. Pedrosa.

Employers' group:

Mr. Pons.
Sir Richard Snedden.

The following regular members were absent:

Government group:

India: Mr. Menon.
Italy: Mr. Cingolani.

Employers' group:

Mr. Gemmill.
Mr. Yllanes Ramos.

The following deputy members or their substitutes were present at all or part of the session:

Government group:

Australia: Mr. P. Shaw.
Burma: Mr. Khint Maung.
Colombia: Mr. González Barros.
Greece: Mr. Pavlakis.
Norway: Mr. Öksnes.
Switzerland: Mr. Kaufmann.
Uruguay: Mr. Nogueira.

Employers' group:
Mr. Calheiros Lopes.
Mr. Fennema.
Mr. Kuntschen.
Mr. Ghayour.
Mr. Van Lint.
Mr. Benitez.
Mr. Rosen.
Mr. Weinberger.
Mr. Bulic.

Workers' group:
Mr. Böhm.
Mr. Cofiño.
Mr. De Bock.
Mr. Möri.
Mr. Nielsen.
Mr. Pastore.
Mr. Vermeulen.

The following representatives of States Members of the Organisation were present as observers:

Argentina: Mr. Roncarolo.
Costa Rica: Mr. Donnadieu.
Japan: Mr. Ebizuka.

The following representatives of other international governmental organisations were present:

United Nations:
Mr. Humphrey.
Mr. Gros.

Food and Agriculture Organisation:
Mr. Sinard.

World Health Organisation:
Dr. Forrest.
Mrs. Jarvis.
Dr. Clement.

Intergovernmental Committee for European Migration:
Mr. Grierson-Rickford.
Mr. Rahardt.
Miss Bavestock.

Council of Europe:
Mr. Tennfjord.

The following representatives of international non-governmental organisations were present as observers:

International Confederation of Free Trade Unions:
Mr. Patteet.

International Federation of Christian Trade Unions:
Mr. Tessier.
Mr. Vanistendael.
Mr. Verstraete.
Mr. Eggermann.

International Organisation of Employers:
Mr. Emery.
Mr. Lagasse.
Mr. Dudley-Martin.

World Federation of Trade Unions:
Mr. C. Vonwiller.

Mr. Hammarskjöld, Secretary-General of the United Nations, attended the First Sitting.

There were also present:

Mr. Morse, Director-General of the International Labour Office.
Mr. Rens, Deputy Director-General.
Mr. Rao, Assistant Director-General.
Mr. Jenks, Assistant Director-General.
Mr. Alvarado, Assistant Director-General.
Mr. Morellet, Assistant Director-General.
Mr. Yalden-Thomson, Assistant Director-General.
Mr. Wheeler, Treasurer and Financial Controller.
Mr. Johnston, Special Adviser to the Director-General.
Mr. Lafrance, Special Adviser to the Director-General.
Mr. Bancroft, Legal Adviser.
Mr. L'Hommelais, Chief of the Official Relations Division.

Mr. Arena, accompanying Mr. Pastore.
Mr. Bell, accompanying Mr. Roberts.
Mr. Bellingham-Smith, accompanying Sir Richard Snedden.
Mr. Callea, substitute for Mr. Ago.
Mr. Diack, accompanying Sir Guildhaume Myrddin-Evans.
Mr. Gómez Jaramillo, substitute for Mr. González Barros.
Mr. Hadji Vassiliou, substitute for Mr. Pavlakis.
Mr. Harmon, accompanying Mr. Kaiser.
Mr. Hauck, substitute for Mr. Ramadier.
Mr. Hodgetts, accompanying Mr. P. Shaw.
Mr. McIlwraith, accompanying Mr. Williams.
Mr. Mochi-Onori, accompanying
Mr. Campanella.
Mr. Pedersen, accompanying Mr. Kaiser.
Mr. Ribeiro da Cunha, accompanying
Mr. Pedrosa.
Mr. Sanchez Juarez, accompanying Mr. Paz.
Miss Stemberg, accompanying Mr. Fafchamps.
Mr. Triantaphyllov, substitute for
Mr. Pavlakis.

Mr. Van Meter, accompanying Mr. C. E. Shaw.
Mr. Verschueren, accompanying
Mr. Van Lint.
Mr. Walker, accompanying Sir Guildhaume
Myrdin-Evans.
Mr. Wallin, accompanying Mr. Fafchamps.
Mr. Weibezahn-Massiani, substitute for Mr.
Montoya.
Miss Wheatley, accompanying Sir Guildhaume
Myrdin-Evans.
Mr. Zempel, substitute for Mr. Kaiser.
MINUTES OF THE FIRST SITTING

(Friday, 29 May 1953—10 a.m.)

The Governing Body was composed as follows:

Chairman: Mr. García Oldini.

Mr. A-gó, Mr. Abid Ali, Mr. Aftab Ali, Mr. Allana, Mr. Bergström, Mr. Burton, Mr. Campanella, Mr. Delaney, Mr. Esfandiary, Mr. Fafchamps, Mr. García Oldini, Mr. Ibáñez, Mr. Jouhaux, Mr. Kaiser, Mr. Malik, Mr. Monk, Mr. Montoya, Sir Guildhaume Myrdal-Evans, Mr. Orr, Mr. Paz, Mr. Ramadier, Mr. Roberts, Mr. Shastri, Mr. C. E. Shaw, Mr. Sólnén, Mr. de Souza e Silva, Mr. Tata, Mr. Tuan, Mr. Williams, Mr. Wuori, Mr. Waline.

Absent: Mr. Fernandes.

Mr. Dag Hammarskjöld, Secretary-General of the United Nations, was present during the first part of the sitting. He was accompanied by Mr. Guillaume Georges-Picot, Assistant Secretary-General for Economic and Social Affairs, Mr. Adrian Pelt, Director of the European Office of the United Nations, Mr. Martin Hill, Director of Co-ordination for Specialised Agencies and Economic and Social Matters, and Mr. Per Ling, Member of the Secretary-General's Office.

Address by the Secretary-General of the United Nations

The Director-General said that the inauguration of the new Secretary-General of the United Nations had taken place while he had been on official mission to the United States, and he had taken advantage of the opportunity thus afforded to call on Mr. Hammarskjöld and, on behalf of the International Labour Organisation, to present its best wishes for his success in the great work which he had just taken in hand. The Director-General had also asked the Secretary-General if he would be good enough to attend the opening of the session of the Governing Body during his stay in Geneva so that the members of the Governing Body might make his acquaintance. This invitation had been graciously accepted, and he thereupon had the great pleasure of introducing to the Governing Body the new Secretary-General of the United Nations, Mr. Dag Hammarskjöld.

The Secretary-General of the United Nations said that he had accepted with special pleasure the invitation from the Director-General to be present at the opening sitting of the 122nd Session of the Governing Body of the I.L.O. because the International Labour Organisation occupied so eminent a place in the great family of the United Nations as the first specialised institution to conclude with the United Nations the agreement provided for under article 63 of the Charter. The preservation of peace in justice was one of the principal reasons for which the United Nations, like the I.L.O., and in fact the whole system of the United Nations, existed. The Preamble of the Charter and the Preamble of the Constitution of the I.L.O. both declared with the same emphasis that peace could not be truly ensured without universal respect for the rights and dignity of mankind in progress and in social justice.

It was not therefore surprising that the collaboration of the two organisations should have begun and should have developed in the field of human rights. These rights, the guarantee of which was one of the chief objects of the authors of the Charter, had remained one of the principal preoccupations of the United Nations. The International Labour Organisation had constantly made a great contribution to the work undertaken in this field, a work which was fundamental to the life and growth of the international organisations. While the I.L.O. had always been in the vanguard of the fight for the rights of labour, it had also energetically proclaimed the right to work.

It might be said without exaggeration that social problems, often of exceptional seriousness and complexity, were to be found at the present time almost simultaneously and throughout the world, and that in more than one case they were provoking or embittering the political tension which it was precisely the duty of the international institutions to eliminate or attenuate. Thus, the need had been felt for common action by the United Nations family in the social field, from which had resulted the programme of concerted practical action for the United Nations and the specialised agencies that had just been submitted to the Governing Body and in the preparation of which the International Labour Office had given devoted and valuable assistance. It was clear that any international action in the social field directed towards a general raising of the standard of life of the working classes implied increased productivity. The eminent part that the International Labour Organisation was playing in the search for practical methods of achieving this end, while giving its full value to the human factor, could only be mentioned in passing. He hoped that the Governing Body would continue to give efficacious assistance to the modern world in finding a solution to the disturbing problem which was raised by ever-increasing needs confronted with insufficient or insufficiently utilised resources.

The participation of the I.L.O. in the great work of technical assistance was one of the Organisation's legitimate successes and had greatly contributed to the prestige of the common programme in this field. The I.L.O. had quite rightly devoted an important part of its activities to the insufficiently developed regions of the world,
in which, since 1936, it had been acting by means of regional conferences and technical meetings, suitably supplemented by technical advisory missions and by the setting up in recent years of field offices for manpower, vocational training and many other practical aspects of the I.L.O.'s programme.

He noted with pleasure that in its regional work, the I.L.O. had considerably strengthened its collaboration with other international bodies working in the same parts of the world, and that in particular, very close co-operation was now established with the three regional economic commissions of the United Nations. Speaking in the name of an organisation which assumed special responsibilities for the future of non-self-governing and trust territories, he emphasised the perseverance with which the I.L.O. concerned itself with the welfare of workers in non-metropolitan territories.

There was one characteristic of the I.L.O. which was especially striking and which many rightly regarded as a unique feature and a great source of strength for the Organisation, namely, its tripartite structure, which ensured, side by side with the governments, equitable representation both to the workers and the employers of the States Members. In this elastic but well-conceived constitutional arrangement, the action of the great organisations of employers and workers was harmoniously combined with that of the governments.

He had intentionally confined himself to merely mentioning the formal agreement which bound the two organisations. The necessarily restricted examples he had mentioned of their co-operation were sufficient evidence that the agreement was expressed far more in action than in a mere document. The very nature of the aims and activity of the two organisations required them always to act in concert in all the fields, which were numerous and very wide, in which they had a common interest.

But good co-ordination could not be conceived in an entirely bilateral manner. Little by little, closer and more effective collaboration had developed between the secretariats of all the organisations which formed the United Nations system. At the centre of this collaboration, facilitating the tasks of these bodies at the governmental level, was the Administrative Committee on Co-ordination, a valuable and, in his view, very encouraging session of which had just ended in Geneva.

The Governing Body, like the Economic and Social Council of the United Nations, would soon take note of the report which the Administrative Committee on Co-ordination had just approved, and he would not therefore speak about it now. He wished to emphasise, however, that before reaching Geneva he had heard much of the eminent contribution of the Director-General, Mr. David Morse, to the joint work undertaken through the Administrative Committee on Co-ordination, and since his arrival he had been able to see for himself how well justified Mr. Morse's reputation was and how worthy he was continuing the work of his illustrious predecessors. The United Nations and the specialised agencies, no less than the I.L.O. itself, owed him deep gratitude.

In taking up the task which had just been entrusted to him, he was happy to know that he could count upon the support of the Governing Body of the International Labour Office, as on that of Mr. Morse himself, and he wished to assure the Governing Body that it could count unreservedly on his own support in the common undertaking of the two organisations—the welfare of mankind and peace between the peoples.

The Chairman was confident that he expressed the feelings of the three groups in thanking the Secretary-General of the United Nations for his kind visit to the Governing Body and in offering most sincere congratulations on his appointment.

As Chairman of the Governing Body, he felt justified in thanking the Secretary-General also, on behalf of the I.L.O. and its 66 States Members, for his friendly remarks concerning the Organisation.

The I.L.O., as the senior specialised agency of the United Nations, had always given the United Nations its full collaboration without relinquishing the autonomy which was an essential feature of its strength. The I.L.O. had always felt that its efforts could be successful only if they formed part of a wider system of international co-operation for which the United Nations now bore the responsibility, and the Organisation would do its utmost to ensure that the hopes which the Secretary-General had placed in it were not disappointed, thus reflecting the desires of millions of men who had faith in world peace and were struggling to achieve social justice.

He fully appreciated the magnitude of the task with which the Secretary-General was faced. Mankind had moved into one of the most critical phases of its history; on the threshold of great and decisive achievements, it felt that any mistake in policy would be enough to destroy peace, the most sacred and fruitful of all gifts, and with it everything that had been created and perfected by civilisation throughout the centuries.

The essential task was therefore to keep the peace among the peoples, and to that end it was necessary to hasten the gradual building up of a positive system of social justice in the relations between men; to abolish, as rapidly as circumstances allowed, poverty, hunger and economic insecurity; to give the people that freedom from want for which President Roosevelt had called; to heal the divisions between individuals and nations created by an unfair distribution of the advantages resulting from technical progress, which the slightest provocation might turn to hatred.

The task was a huge one but was not impossible of fulfilment. It had been and still was the task of the I.L.O., and was also the task of the Secretary-General of the United Nations. To accomplish it, and thereby to help preserve peace, the Secretary-General could count on the determined help of the Governing Body, of all the organs of the I.L.O. and of the Director-General, Mr. David Morse, whose personality and work had been deservedly praised by the Secretary-General.

The tripartite structure of the Organisation, besides giving it a keen sense of facts and possibilities, also enabled it to go to the heart of economic and social problems, to seek solutions determinedly, to go forward firmly but prudently to the furthest possible limit, and to inject its action as a fundamental and decisive factor into the intricate play of politics.

All these capacities had always been placed at the service of social justice and were therefore also at the service of peace. Within the co-
ordinating machinery of the United Nations the Secretary-General could call upon them for support in his efforts to attain the twofold aim common to the United Nations and the I.L.O.—the welfare of mankind and peace between the peoples.

In order to carry out its own task fully and effectively, however, the I.L.O. also needed support from the United Nations. The Governing Body therefore expected a great deal from the United Nations and its Secretary-General. Thanks to 34 years' experience of daily contacts, first with the League of Nations and then with the United Nations, the Governing Body appreciated the full value of the support of the highest of the international authorities. It also knew that this support might be ineffective unless its instruments were far-sighted men of integrity inspired by a deep faith in the value of international action, by respect for different points of view and by a desire to make the necessary adjustments.

It was a source of hope and encouragement to the Governing Body that a man of the calibre of the new Secretary-General was now in charge of the Secretariat of the United Nations.

Mr. Waline, on behalf of the Employers' group, wished to associate himself with the Chairman's remarks.

As a Frenchman he was particularly happy to note that the presence of the Secretary-General of the United Nations at the opening of a session of the Governing Body was partly due to the fact that on 3 November 1945, in Paris, the city in which the International Labour Organisation had been born, the International Labour Conference, meeting at the Sorbonne under the presidency of the French Minister of Labour, Mr. Parodi, had adopted a resolution calling for the opening of negotiations which had led to the conclusion of an agreement between the United Nations and the I.L.O.

Within the framework of the tripartite Organisation to which the members of the Governing Body were so deeply attached, the United Nations could count on the full and cordial collaboration of the Employers' group. That group might perhaps sometimes appear to carry prudence to excess, but he noted that according to the press the Secretary-General of the United Nations himself had said that although his predecessors might have hoped for an ideal world, his own greatest hope was to be able to preserve the present world, and that to fulfil that hope it would be necessary to work harder than those who had created the League of Nations and perhaps to entertain ambitions more modest than had at one time seemed justifiable.

These views were very similar to those held by the Employers' group, but the attitude of the Employers' group did not, any more than did the Secretary-General's statement which he had just quoted and which was the basic condition for international collaboration, preclude the hope or even the conviction that the Governing Body could help to lighten the heavy burden of the Secretary-General by working in its own field and in close collaboration with the United Nations for the improvement of a world which everyone wanted to save.

Mr. Jouhaux said that the Workers' group associated itself most warmly with the welcome given to the Secretary-General of the United Nations. The Workers had great confidence in the new Secretary-General because of his origin and of the fact that he belonged to a country which had never in any circumstances abandoned the defence of the rights and liberties of man. He regarded this as a guarantee that in the course of collaboration with the United Nations, the defence of human happiness and world peace would always be kept in mind.

The United Nations and the I.L.O. would concert their efforts, as they had already done in the past, more and more closely, not only to preserve the world of today, but to improve it. It was impossible to arrest the course of history, which continued even against the wishes of man. The international organisations were part of history and were bound to develop, because they represented life and were designed to improve it.

The world would be free and happy only when the conditions essential to a truly human life were universally respected, when the liberties defined in the Universal Declaration of Human Rights were recognised and respected in all countries, and when the Governing Body of the I.L.O. was no longer required to investigate complaints concerning the violation of freedom of association, a basic freedom without which the I.L.O. and the United Nations could never develop.

In looking towards the future, the workers were convinced that the happiness of mankind could be fully achieved, as the Secretary-General had said. To give mankind the opportunity of happiness was to safeguard the world against the disasters by which it was threatened. In carrying out his difficult task, the Secretary-General of the United Nations could count on the full support of the Workers, who for their part also relied on his friendly collaboration.

The Secretary-General of the United Nations and the persons accompanying him then left the room.

GREETINGS TO MR. PAAL BERG

The Chairman informed the Governing Body of the presence of Mr. Paal Berg, former representative of the Norwegian Government on the Governing Body and former Chairman of the Governing Body. All the members of the Governing Body would certainly wish him to express the most cordial greetings to Mr. Berg on their behalf.

FIRST ITEM ON THE AGENDA

Approval of the Minutes of the 121st Session

The Governing Body approved the minutes of its 121st Session subject to any corrections which might be communicated by members before 20 June 1953.

SECOND ITEM ON THE AGENDA

Agenda of the 38th (1955) Session of the International Labour Conference

The Director-General drew attention to the fact that the question of penal sanctions for breaches of contract of employment should be included
among the items mentioned in paragraph 3 of the document as likely to be carried over from the 37th to the 38th Session of the Conference.

**The Governing Body took note of this correction.**

Mr. Waline noted that in the summary of the document submitted to the Governing Body it was suggested that technical assistance should be placed on the agenda as a separate item in the same way as financial and budgetary questions or information and reports on the application of Conventions and Recommendations. It was not clear from the document itself, however, whether advisers might be appointed for the question of technical assistance. In the view of the Employers' group this question should be a separate item on the agenda without any reservation and should be referred by the Conference to a committee composed of advisers specially appointed for the purpose. On behalf of the Employers' group he asked the Director-General for clarification on this point.

The Director-General said that if the question were placed on the agenda as a separate item it would be possible for special advisers to be appointed for it.

Mr. Roberts said that the Workers' group viewed with concern the suggestion that technical assistance should be placed on the agenda as a separate item periodically and perhaps even each year. He emphasised, however, that the Workers' group regarded the question as a most important one. It was most desirable that States Members of the Organisation should know what was being done in the field of technical assistance, and the same applied to the Workers also, but it would seem sufficient to present a detailed report on the Organisation's technical assistance activities to the Conference each year. The Workers could not understand what conclusions the Conference could arrive at by discussing annually the day-to-day work in the field of technical assistance, apart from certain conclusions that might be embarrassing to the Office and to the Governing Body itself.

The apprehensions of the Workers' group were based mainly upon the fact that if technical assistance were to be a separate item on the agenda each year great pressure would be exerted by some governments as well as by the Employers to restrict still further the number of substantive items on the agenda. In the light of the attitude adopted by the Employers in the past few years, there seemed to be some justification for these fears. The Workers also believed that once a decision had been made to include technical assistance in the agenda as a regular item it would be difficult to reopen the question and to consider in the light of experience how often this kind of discussion should be held.

Furthermore, the proposals put before the Governing Body appeared to ignore the decision taken at the 120th Session that technical assistance should be dealt with in a special report to be discussed by one of the ordinary committees of the Conference.

Technical assistance was undoubtedly an important question, but it was not financed out of the normal budget of the Organisation. If attention were concentrated on this kind of item and the number of items placed on the agenda for legislative action were reduced, the Convention and Recommendation procedure would recede into the background. The Workers believed that there were still many matters which could usefully be discussed at the Conference with a view to arriving at Conventions or Recommendations, in spite of the delay in the ratification of Conventions.

With regard to the suggestions submitted to the Governing Body concerning law and practice reports on various subjects, the Workers agreed that these reports should be presented to the Governing Body at its November Session, but wondered why certain questions the importance of which was emphasised in paragraph 6 of the document were not included among those to which the Governing Body's attention was drawn in paragraph 7. He referred in particular to the question of housing, which the Workers considered that the I.L.O. should tackle, perhaps in conjunction with the other specialised agencies. It might be that this question could be dealt with in connection with welfare facilities. The fact remained, however, that the new fields of social policy mentioned in paragraph 6 were likely to recede into the background if the conclusions suggested in the document were accepted.

The Workers had no objection to any of the items suggested for consideration for the agenda, but were concerned about the possible consequences of placing the item of technical assistance on the agenda of the Conference as a regular feature. The Director-General had confirmed that this item might call for the appointment of a special committee at each annual session of the Conference and for its discussion in the same way as any other item on the agenda, and this would be liable to reduce the number of items on which Conventions and Recommendations might be adopted. The Workers' group would have to consider whether it could support this part of the suggestions contained in paragraph 15 of the document.

Sir Guildhaume Myrddin-Evans considered that, as Mr. Roberts had recognised, the question of technical assistance was one of the greatest importance. However, he did not think that it was necessary at the present stage for the Governing Body to take a decision as to whether this subject should be included in the agenda of the 1955 Session of the Conference as a formal item or whether it should become a permanent item on the agenda of each session of the Conference; any decisions on these points could be postponed until November when the Governing Body would have to determine the agenda of the 1955 Session of the Conference as a whole. In any case there would be no question of preparing a law and practice report on this subject.

With regard to the three items on which it was suggested that law and practice reports should be prepared, he wished to emphasise, in the light of recent experience, that the Governing Body must decide exactly the terms of the items to be placed on the agenda. "Employment of young persons in agriculture" might cover any aspect of the employment of young persons in agriculture, and the United Kingdom Government would wish to know exactly what aspects of the subject would be discussed in 1955 if the question were to be included in the agenda. The term "welfare facilities" was even more vague, and there again
the scope of the subject referred to the Conference would have to be defined more closely. The United Kingdom Government had no objection to the preparation and submission to the Governing Body at its 123rd Session of law and practice reports on these two subjects, provided only that the exact terms of each item were clearly defined.

The question of the protection of dockers against accidents gave rise to certain difficulties. The United Kingdom Government had no objection to the Director-General’s proposal that the ten-yearly report on the application of the existing Conventions on the protection of dockers should be regarded as a law and practice report. Furthermore, his Government agreed that the subject should be referred to a meeting of experts. It could not agree, however, that the Governing Body should place the item on the agenda and leave the meeting of experts to define its exact terms. It was for the Governing Body itself to decide the scope of the items placed on the agenda of the Conference.

There remained the question whether, if it were decided to deal with this item, it should be dealt with by way of revision of the existing Convention or by a new Convention. If it were decided to adopt the revision procedure, it did not seem possible to complete the procedure in time for the 1955 Session of the Conference, having regard to the fact that under the Standing Orders the Governing Body must indicate to governments the points to which it had given special attention and ask them for their observations. If, on the other hand, the matter was to be dealt with by way of a new Convention, the exact scope of the item to be placed on the agenda should be defined at the 123rd Session. If this was done, the Governing Body ought to proceed at once to the appointment of a committee of experts which would report to the Governing Body at its November Session so that the Governing Body might then define the precise scope of the item for the Conference.

In these circumstances he suggested that the matter might be postponed for another year and considered in relation to the agenda for the 1956 Session. The committee of experts should be set up as soon as possible and on the basis of its reports the Governing Body could decide what aspects of the matter should be referred to the Conference and whether the best procedure would be a revision of the former Convention or the adoption of a new Convention.

He did not wish to press this proposal, but thought nevertheless that it would be the most practical way of approaching a question which was not yet sufficiently clear for the Governing Body to be able to decide on the scope of the discussion which it would wish the Conference to undertake.

Mr. Waline, on behalf of the Employers’ group, supported the views expressed by Sir Guildhaume Myrddin-Evans on the subject of the protection of dockers, which he considered well-founded, and agreed that in the circumstances it would be preferable to adjourn this item for consideration in connection with the discussion of the agenda for the 1956 Session.

The Employers agreed with the suggestion in paragraph 15 of the Office document that a law and practice report should be prepared on the question of employment of children and young persons in agriculture. This subject had already been discussed by the Permanent Agricultural Committee, and an agreement had been reached which augured well for the prospects of a successful discussion by the Conference.

With regard to the question of welfare facilities, this, as Sir Guildhaume Myrddin-Evans had pointed out, was a subject with very varied aspects and it was difficult to see what kind of conclusions could be reached by the Conference upon it. On certain points, which were admittedly of great interest, all that could be contemplated was an exchange of views. In any case the questions covered by the general title of welfare facilities should be very carefully defined.

Similarly, the exact scope of the item concerning the employment of children and young persons in agriculture should be precisely determined in the light of the findings of the Permanent Agricultural Committee.

Mr. Roberts said that, if this were generally acceptable, the Workers’ group could accept Sir Guildhaume’s suggestion to adjourn the decision on the question of technical assistance until the November Session of the Governing Body.

The Workers’ group as a whole agreed that the scope of the question of welfare facilities would need to be more closely defined. It was for the Office to provide the Governing Body with a definition on the basis of which it could then contemplate the adoption of international instruments. This subject not only had many different aspects, but it concerned many industries and occupations; it was in fact a matter affecting workers throughout industry and agriculture, and for that reason was of considerable importance.

With regard to the protection of dockers against accidents, he could not support the views expressed by Sir Guildhaume Myrddin-Evans and Mr. Waline, and in particular the suggestion that the matter should be postponed until the Governing Body discussed the agenda for the 1956 Session. The Workers’ group wished to see this question included in the agenda of the 38th Session of the Conference. This involved a decision as to whether a preliminary meeting of experts was necessary to enable the Governing Body to decide whether the question should be placed on the 1955 agenda. It would not doubt be preferable for the committee of experts to meet before the Governing Body made its decision at its 123rd Session, but if this were impracticable the Governing Body would still be in a position, with suitable guidance from the Office, to determine the precise nature of the item to be placed on the agenda of the 1955 Session.

He agreed with Sir Guildhaume that it could not be left to the committee of experts to define the scope of the item to be placed on the agenda, since this was the responsibility of the Governing Body itself. In any case, however, the Workers’ group considered that this was an important and urgent question and that the Governing Body should determine at its next session in November the form in which it should be included in the agenda of the 38th Session of the Conference.

Sir Guildhaume Myrddin-Evans agreed that it would be desirable for the committee of experts to meet in time to submit a report to the Governing Body at its November Session; the Governing Body could then consider whether the matter
should be dealt with by means of a new Convention and if it so decided the item could be included in the 1955 agenda. However, the Governing Body might also conclude, in the light of the report of the committee of experts, that it would be better to deal with the matter through the revision procedure, and in that event if would not be possible under the Standing Orders to complete the procedure before 1956. He did not think that from the point of view of timing there would be much difference between the two methods of procedure because revision could probably be carried out in a single session of the Conference whereas the adoption of a new Convention would require two sessions, unless special steps were taken which had not so far been suggested, so that in any case the final result would be arrived at in 1956.

Subject therefore to financial and practical considerations, which the Director-General might be able to explain, he suggested that an attempt should be made to convene the committee of experts before the November Session so that the members of the Governing Body might receive the report of the committee in good time for an informed decision to be taken.

Mr. Delaney asked the Director-General whether it would be possible to hold the meeting of experts before the next session of the Governing Body.

The Director-General said that the funds to finance the meeting before the next session of the Governing Body were not available, nor would there be time to carry out the preparatory technical work. In these circumstances, he suggested that unless the Governing Body wished to consider taking further steps, it should at least decide to convene the meeting of experts so that some progress might be made with the study of the problem and the Governing Body might take a firm decision upon it at the earliest opportunity.

Mr. Tata suggested that from the point of view of the Asian countries, and in particular of underdeveloped countries in which agricultural problems were so acute it would be preferable to include the question of vocational training in agriculture in the agenda in place of that of welfare facilities, a subject which however important, was mainly of interest to industrial workers. In the past the I.L.O. had done a great deal for industrial labour but had somewhat neglected agricultural workers. At a time when the Asian countries were trying to improve their agricultural production in order to fight famine there could be no subject more vital for them than the vocational training of agricultural labour. It would certainly be interesting to have reports on the welfare facilities available in various countries, and these would always provide new elements, but if the intention was to arrive at an international instrument, the question of vocational training in agriculture seemed to him to be very much more vital than that of welfare facilities.

Mr. Kaiser fully supported the views expressed by Mr. Tata. The United States Government thought that vocational training in agriculture was a subject which could usefully be discussed at an early session of the International Labour Conference.

On the other hand, his Government could not agree at the present stage to the preparation of a law and practice report on welfare facilities. As had already been pointed out, this was a very vague term which might well cover all the I.L.O.'s activities in the social field. Mr. Roberts himself had said that the question had many and varied aspects. In these circumstances he found it difficult to imagine what kind of law and practice report could be prepared on the subject of welfare facilities and opposed the suggestion that the Office should even endeavour to undertake the preparation of such a report.

Mr. Bergenström was entirely in agreement with Mr. Tata and Mr. Kaiser and also favoured the preparation of a law and practice report on vocational training in agriculture and opposed the suggestion for a report on welfare facilities.

Mr. Roberts fully recognised the importance of agricultural problems; he pointed out that one of the questions on which a law and practice report was contemplated related to agriculture, and that the Conference had dealt with agricultural problems at its last two sessions. It was apparently now being suggested that the agenda of the 38th Session of the Conference should be devoted almost entirely to agriculture. The Workers’ group would like to know exactly what was meant by the term “vocational training in agriculture” and for what purpose such training was intended. In so far as he was acquainted with the views of the representatives of the agricultural workers, they were entirely opposed to the idea of dealing with vocational training for agriculture alone. They regretted the tendency to carry out vocational training to the detriment of ordinary educational activities. Even in the more advanced countries vocational training in agriculture had in rural areas been given at the expense of the broad field of education, and this was highly undesirable.

Another question arose in regard to the persons for whose benefit the training was intended—was it for the benefit of the country as a whole or of the employer or of the worker? The suggestion that this item should be included in the agenda had been made without previous notice and the Governing Body had not had sufficient time to consider its implications. He therefore opposed the preparation of a law and practice report upon it at the present stage.

With regard to the question of welfare facilities, he had heard nothing in the arguments put forward to modify his views.

With regard to the question of the protection of dockers against accidents, the Director-General had stated that the financial situation in 1953 would not permit of a meeting of experts even if the technical preparations could be made in time. To the best of his knowledge, however, the financial situation in 1954 would be even more difficult than in 1953, and if it were impossible to provide the necessary funds to finance a small meeting of experts out of the 1953 budget it would be equally impossible to do so in 1954 without recourse to a withdrawal from the Working Capital Fund. This situation afforded an opportunity to point out that the activities of the Financial and Administrative Committee had prevented the I.L.O. from carrying out some of its important functions. He wished to know whether it would be possible to finance the proposed meeting of experts within the 1954 budget.
Mr. Jouhaux was surprised at the insistence on the proposal that the I.L.O. should deal with the question of vocational training in agriculture. He wished to know exactly what this subject was intended to cover. Was it intended, for instance, that vocational training for agricultural workers should be more or less modelled on vocational training for industrial workers, or, on the contrary, that it should cover not only the use of agricultural equipment but the knowledge of crops, soils, seeds and so forth? In most countries emphasis was placed on training agricultural labourers. Real vocational training for agriculture existed only in very few countries and was available to only a small number of persons.

This situation had resulted from the fact that the question had been neglected for too long. He reminded the Governing Body that it had not been for the efforts made by the Workers’ group and the first Director of the I.L.O. to combat certain proposals aimed at limiting the activities of the Organisation, agricultural questions would not now be included in its jurisdiction as confirmed by the decisions of the Permanent Court of International Justice. The Court had, in fact, recognised the I.L.O.’s jurisdiction in this field in spite of the contrary views of various important countries and even of the majority of the members of the Governing Body.

An attempt was now being made to prevent the question of welfare facilities from being dealt with on the ground that it was too complicated. It was true that the scope of the item needed to be defined, but it was because encouragement of the development of welfare facilities would be embarrassing to certain persons that the proposal was made to substitute a question on which there was a wide divergence of views and on which it seemed unlikely that useful results could be obtained. Personally, he supported Mr. Roberts in rejecting this proposal.

Mr. Waline said that while it was true that the Employers had questioned the jurisdiction of the I.L.O. in agricultural matters, they had accepted the decision of the Permanent Court of International Justice and now had no hesitation in proposing the inclusion in the agenda of a question relating to agricultural labour.

He was surprised that the question of vocational training in agriculture should be regarded as vague. It had been dealt with in the report of the recent session of the Permanent Agricultural Committee, which stated that it was urgently necessary, in order to meet the world’s needs for increased supplies of agricultural goods, to raise levels of production and the productivity of labour in agriculture and to ensure an adequate, efficient and well-trained labour force in agriculture, especially in underdeveloped countries. It could hardly be said, therefore, that this question had been sprung upon the Governing Body to sidetrack another; it was a matter which was already before the Governing Body and which was appropriate for inclusion in the agenda of the Conference.

Mr. Roberts had implied that if two agricultural questions were included in the agenda for the 1955 Session the interests of industrial labour would be neglected. It should be recalled, however, that at its 1955 Session, as at its 1954 Session, the Conference would in all probability have before it the questions of vocational rehabilitation and of migrant workers which did not apply solely to agricultural workers.

The Employers desired further information with regard to the scope of the question relating to welfare facilities mentioned in paragraph q of the Office document. It appeared from that paragraph that the item would be concerned, for instance, with the organisation of leisure facilities, recreation and sports, matters which might be suitable for an exchange of views, but which were hardly appropriate for international legislative action. Moreover, these matters were dealt with by the workers themselves, and interesting results had been obtained, in particular by the trade unions. In these circumstances, he thought that it would be preferable to select the question of vocational training in agriculture as proposed by Mr. Tata.

Mr. Tata wished to emphasise that he had put forward this proposal in the interests of an important category of workers who had been somewhat neglected in the past. He could not agree with the view that vocational training in agriculture was unimportant; it was, in fact, a much more specific question than that of welfare facilities. Personally, he thought that a well-considered plan was needed to meet present-day needs. In India, for instance, where mechanisation was being introduced into agriculture, vocational training played a very important part in teaching young agricultural workers how to handle the new equipment, how to improve seeds and irrigation, how to take precautions against famine and to improve production by hybridisation.

There was no question of belittling the importance of the problems of industrial workers, but a great deal had been done for them in the past whereas agricultural workers had clearly been neglected. The problems of agricultural workers should now be dealt with so that those countries which were handicapped by the present conditions might benefit from the activities of the I.L.O. That was why the Employers had suggested the inclusion in the agenda of a question which they considered much more important than the discussion of certain problems which had already been dealt with under various aspects in past years. He had no objection to reviewing the situation in regard to welfare facilities from time to time, but in the interests of all the economically underdeveloped countries he thought that vocational training ought to be selected as an item in preference to the question of welfare facilities.

Mr. Jouhaux said that the Workers’ representatives had never intended to deny the importance of vocational training in agriculture and of increasing productivity in agriculture in all countries, and particularly in underdeveloped countries. It was clear, however, that vocational training in the use of modern equipment could not produce practical results in agriculture unless geological and hydraulic works had been carried out beforehand, and such works had hardly been begun in many countries.

Furthermore, if the object was to fight poverty and famine it was no use concentrating on vocational training without trying to remove the hindrances to the movement of the goods produced to places where famine existed. In order to maintain prices, goods essential for human life
had been burnt and wasted and it was in this field that effective steps should be taken in the first place.

In these circumstances the Workers could not agree to a course which, while meeting certain needs, would not lead to the results for which Mr. Tata hoped.

The Governing Body decided to defer until its 123rd Session consideration of the question of placing technical assistance on the agenda of the 38th (1955) Session of the International Labour Conference as a formal item.

The Governing Body decided to convene a small group of experts to examine the proposals made by the International Transportworkers' Federation for revision of the Protection against Accidents (Dockers) Convention (Revised) (No. 32)\(^1\), and to review the effects on the practical application of the provisions of the Convention of developments since 1932 in methods of loading and unloading ships.

\(^1\) For the text of these proposals, see Minutes of the 115th Session of the Governing Body, Appendix II, pp. 64-65.

The Governing Body took note that the Director-General would submit to it at a later session detailed proposals concerning the composition and terms of reference of this group of experts and concerning the date, duration and place of the meeting.

It was agreed that the ten-yearly report on the application of Convention No. 32 should be accepted as a law and practice report on the question of protection of dockers against accidents and that any further decision concerning the method of dealing with this question should be deferred until the 123rd Session of the Governing Body.

The Governing Body requested the Director-General to submit to it at its 123rd Session law and practice reports on the following subjects:

1. employment of children and young persons in agriculture;
2. welfare facilities;
3. vocational training in agriculture.

The sitting closed at 12.30 p.m.

F. García Oldini.
The governing body was composed as follows:

Chairman: Mr. García Oldini.

Mr. Ago, Mr. Abid Ali, Mr. Aftab Ali, Mr. Allana, Mr. Bergenström, Mr. Burton, Mr. Campanella, Mr. Delaney, Mr. Esfandiary, Mr. Fafchamps, Mr. García Oldini, Mr. Ibáñez, Mr. Jouaux, Mr. Kaiser (replaced during part of the sitting by Mr. Zempel), Mr. Malik, Mr. Monk, Mr. Montoya, Sir Guildhaume Myrdin-Evans, Mr. Orr, Mr. Paz, Mr. Ramadier, Mr. Roberts, Mr. Shastri, Mr. C. E. Shaw, Mr. Sölven, Mr. de Souza E Silva, Mr. Tata, Mr. Tuan, Mr. Waline, Mr. Williams, Mr. Wuori.

Absent: Mr. Fernandes.

Third Item on the Agenda

Report of the Twenty-Third Session of the Committee of Experts on the Application of Conventions and Recommendations

Mr. Burton noted that it was proposed to refer to the Committee on Standing Orders and the Application of Conventions and Recommendations the suggestion contained in paragraph 10 of this report that in future the governing body and the conference might consider the possibility of undertaking negotiations with states when they applied for admission to the organization, with a view to securing assurances that they would submit to their competent authorities within a reasonable period certain of the basic conventions and recommendations previously adopted by the conference.

The manner in which article 19 of the constitution was applied by a number of states was far from satisfactory, and it was to be hoped that new members would bring existing conventions and recommendations before the competent authorities. At the same time, however, the suggestion made by the experts sought to impose on certain new members a special obligation beyond those provided for in the constitution. Under the constitution there were two ways in which a country could become a member of the organization. If it was already a member of the united nations, it secured membership of the I.L.O. simply by making a declaration of its acceptance of the obligations of the constitution. If it was not a member of the united nations, its application for admission required a two-thirds majority in the conference for acceptance, and the state then had also to make a declaration accepting the obligations of the constitution.

All the members of the governing body were certainly anxious to secure universality in the membership of the I.L.O. and did not wish to put obstacles in the way of the admission of any new member. It must be assumed, moreover, that new members intended to observe both the spirit and the letter of the constitution. As the ultimate action to be taken on the suggestion of the committee of experts was a matter for the conference itself, Mr. Burton did not think that it was appropriate for the governing body to refer that suggestion to its committee on standing orders and the application of conventions and recommendations at the present stage. It might well be that the conference committee on the application of conventions, which would have before it the report of the committee of experts, would itself give attention to this question.

In these circumstances, while he agreed that the other matters to which the committee of experts had drawn the governing body's attention should be referred to the committee on standing orders and the application of conventions and recommendations, he suggested that the governing body should take no action for the time being on the proposal contained in paragraph 10 of the report. There would be no objection to deferring the matter until after the 36th session of the conference, since in any case the proposal could not be applied until the 1954 session.

The governing body took note of the questions to which its attention had been drawn by the committee of experts and decided to refer to its committee on standing orders and the application of conventions and recommendations all the matters specified in paragraph 12 of the office document except the question covered by paragraph 10.

The governing body decided to defer for consideration at a future session the question of measures to be taken to induce new states members to submit to their competent national authorities, within a reasonable period, certain of the basic conventions and recommendations previously adopted by the conference.

Fourth Item on the Agenda

Report of the Fourth Session of the Permanent Agricultural Committee

Mr. Kunigchen said that he had attended this meeting of the permanent agricultural committee and that its proceedings had been conducted in a most friendly atmosphere and had led to clear and practical conclusions. There had been among the members of the committee an admirable spirit of collaboration and the exchange of views that had taken place had thrown light on a number of problems.

With regard to the first item on the agenda, namely vocational training in agriculture, the report showed the urgent need for dealing with this problem. In the course of the discussion it had become evident that opinions and methods...
differed considerably from one country to another. By pooling experience it should be possible to lay down very useful guidance for the development of agricultural production. An improvement in vocational training could not, however, have any tangible effect on production until some time had elapsed, and it was therefore a matter of urgency that the necessary action should be taken with the least possible delay. Hence he supported the proposal made at the previous sitting that the question of vocational training in agriculture should be included in the agenda of an early session of the Conference.

In connection with the employment of children and young persons in agriculture, which was the second item on the agenda, the Committee had brought out clearly the various aspects of the problem.

With regard to the question of land reform, the Committee had clarified the manner in which the Office should participate in international activities in this field.

He congratulated the Office on the manner in which the preparatory work for the meeting had been done, and thought that the Governing Body would wish to congratulate the experts on the results of their labours.

Mr. de Sousa e Silva, as Government group representative at the meeting of the Permanent Agricultural Committee, supported Mr. Kuntschen's remarks.

Mr. De Bock, who had also attended the session of the Permanent Agricultural Committee, likewise endorsed these remarks.

He emphasised that the members of the Committee had congratulated the Office on the quality of the reports prepared for the meeting and also on the close collaboration which existed between the I.L.O. and the international organisations dealing with agricultural problems. The Committee had, however, deplored the fact that it had not been convened for four years since its previous meeting.

He had been particularly impressed by the discussion on land reform. The information he had gathered on this occasion had led him to the conclusion that the Office had neglected the social problems arising in agriculture in the past and should devote more attention to them in the future, an omission which the Governing Body had done something to remedy by the decision taken at the preceding sitting.

The meeting had been attended by persons unconnected with the Committee, and he suggested that in future only the experts, the Office staff and the representatives of the Governing Body should be entitled to attend committees of experts, in order to ensure that their proceedings should be conducted in an atmosphere of complete impartiality.

Mr. Benitez said that he also had attended the meeting of the Permanent Agricultural Committee.

With reference to Mr. Tata's remarks at the preceding sitting, he emphasised that the consensus of opinion among the experts had been that, at least in the underdeveloped countries, over 85 per cent. of the workers were rural workers and that the need to improve their living conditions was urgent.

With regard to vocational training in agriculture, the opinion of the experts had been that this did not necessarily mean the training of young farmers but rather the training of adults, especially in the underdeveloped countries. As one who came from a country where this problem was acute, he had been gratified to observe that all the experts agreed that vocational training should directly include the training of adults because it was they who could raise present standards of living by increasing productivity, whereas if vocational training were considered merely in terms of the training of youth it would be a long time before practical and effective results could be arrived at in the various countries. The experts had also emphasised the importance of expanding agriculture in the underdeveloped countries as a means of improving the living conditions of the bulk of the rural population.

The representatives of the underdeveloped countries had felt at the outset that there was no need for any regulation of the employment of children and young persons in agriculture, since in their countries most of the child labour was connected with the family system of agricultural production. At the same time, unanimous agreement had been reached that the employment of children and young persons must be regulated, at least in large undertakings.

The conclusion of the remarks the Committee had reached in regard to the contribution of the I.L.O. to international action in respect of land reform were of great interest to him personally because his country was at present engaged in large-scale agrarian reform aimed at distributing public lands to the rural population as part of a general programme for increasing productivity. He had been gratified to learn that the I.L.O., in cooperation with the Food and Agriculture Organisation and the World Health Organisation, was closely concerning itself with the human and social aspects of agrarian reform.

Mr. Monk drew attention to the remarks made at the opening of the session of the Permanent Agricultural Committee by the Deputy Director General, in the course of which he had said that agriculture was faced today with the need, on the one hand, to expand agricultural production to meet the requirements of a constantly increasing population, and, on the other hand, to ensure a higher standard of living for the agricultural population; these two problems were closely interrelated and one could not be solved without paying attention to the other.

He noted that in paragraph 9 of its report the Committee expressed its concern to raise living standards and to improve the conditions of rural workers whatever their legal relationship to the land. At the preceding sitting Mr. Tata and other members of the Employers' group had emphasised the necessity of vocational training in agriculture, but that was only one aspect of the problem. If the I.L.O. was to make any real improvement in the conditions of agricultural workers it could not confine itself to dealing only with this phase of the question, and a more important step towards raising the standard of living was to prescribe minimum rates of pay for agricultural workers.

He drew attention to the fact that in many countries, even where statutory wage-fixing machinery was in force, the tribunals were prevented by law from fixing wage rates for agricultural
workers. The fact that, as had been pointed out, the majority of the workers throughout the world were agricultural workers made it all the more urgently necessary to see that their wage rates and conditions of employment were regulated.

The Governing Body took note of the report of the Fourth Session of the Permanent Agricultural Committee and in particular of the recommendations of the Committee concerning the contribution of the I.L.O. to international action in respect of agrarian reform.

The Governing Body authorised the Director-General to communicate to the governments of States Members the recommendations and resolution of the Committee concerning vocational training in agriculture.

The Governing Body authorised the Director-General to communicate to governments of States Members the recommendations of the Committee concerning the employment of children and young persons in agriculture.

Ninth Item on the Agenda

Report of the Committee on Standing Orders and the Application of Conventions and Recommendations


(a) Right of Association (Agriculture) Convention, 1921 (No. 11);
(b) White Lead (Painting) Convention, 1921 (No. 13);
(c) Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15);
(d) Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16).

The Governing Body, in accordance with article 11 of its Standing Orders, took the view that it was not desirable to place on the agenda of the Conference the revision in whole or in part of these Conventions.

(e) Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32).

Mr. Zempel noted that in paragraph 12 of the report the Committee had recommended that the Governing Body should request a small group of experts to examine the technical aspects of this Convention. There was no reference to the financial aspects of this meeting, however, nor to the time when it might take place, and he asked for information on these points and in particular as to whether this meeting could be financed within the budget for the present year.

The Representative of the Director-General (Mr. Jenks) said that the technical aspects of the question would be dealt with by the meeting of experts which the Governing Body had decided at its preceding sitting to convene in order to deal with certain other questions relating to this Convention, so that no further expenditure would be involved. As the Director-General had stated at the preceding sitting, provision for this meeting could not be made until next year, perhaps at some sacrifice to other activities.

Mr. Zempel said that the United States Government's approval of the proposal in paragraph 12 of the report was subject to the possibility of absorbing the expenditure involved in the budget as originally adopted.

Subject to the reservation made by Mr. Zempel, the Governing Body noted that it had already decided to request a small "ad hoc" committee of experts to examine the technical aspects of this question, and that the Director-General would submit to the Governing Body at a later session detailed proposals regarding the composition and terms of reference of these experts and concerning the date, duration and place of their meeting.

The Governing Body decided to insert in the form for the annual reports on Convention No. 32, under article 18, the question set forth in paragraph 13 of the report.

Sir Guildhaume Myrddin-Evans, referring to paragraph 14 of the Committee's report, pointed out that under the Standing Orders ten-yearly or five-yearly reports were communicated to the Conference only if the Governing Body had decided not to undertake a revision of the Convention in question. As the Governing Body had not yet taken a decision with regard to the revision of Convention No. 32, he thought that action on the suggestion contained in paragraph 14 of the report should be deferred until such a decision had been taken.

The Governing Body decided to defer its decision on the action to be taken on the recommendation contained in paragraph 14 of the Committee's report pending a decision on the question of the revision of Convention No. 32.


The Governing Body, in accordance with article 11 of its Standing Orders, took the view that it was not desirable to place the revision in whole or in part of the Convention concerning safety provisions in the building industry, 1937, on the agenda of the Conference.

Draft Forms of Annual Reports.

The Governing Body approved the draft forms of annual reports on the Conventions indicated in paragraph 17 of the report.

Choice of Conventions and Recommendations Which Should Be the Subject of Reports in 1954 under Article 19 of the Constitution.

The Governing Body approved the proposals contained in paragraph 19 of the report.

Desirability of Revising the Hours of Work and Rest Periods (Road Transport) Convention, 1935 (No. 67).

The Governing Body approved the proposal contained in paragraph 21 of the report.

Attendance of Observers at Meetings of the International Labour Organisation.

Mr. Vermeulen, speaking on behalf of the Workers' group, said that paragraph 24 of the report did not give an objective impression of the decision taken by the Committee with regard to

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1 See above, Minutes of the First Sitting, p. 19.
the attendance of observers at meetings of the International Labour Organisation. The Committee had expressed the opinion that it would be preferable to limit the attendance at meetings of experts in general to experts appointed by the Governing Body. It had added, however, that in special cases the question of the admission of representatives of international organisations as observers should be raised in the Governing Body. In these circumstances, the Workers’ group reserved the right in the case of certain meetings of experts to consider, in the light of prevailing circumstances, and in particular of the subject and composition of the meeting, whether it would be desirable to admit observers or to refuse them admission.

The Workers’ group hoped that the Government group and the Employers’ group would accept this interpretation and asked that it should be placed on record.

Sir Guildhaume Myrddin-Evans wished to submit for the consideration of the Governing Body the following conclusions on the question of attendance of observers at meetings of the Organisation, which were more precise than those contained in the Committee’s report:

1. It is desirable that, as a general principle, attendance at committees of experts should be limited to the individual experts invited to attend. It is, at the same time, understood that special cases for the attendance of observers may be raised in the Governing Body.

2. States Members of the Organisation have a right to be represented by observers at committees of experts, as at other meetings of the Organisation, with the exception of the following—the Committee of Experts on the Application of Conventions and Recommendations; the Committee on Freedom of Association; the Fact-Finding and Conciliation Commission; and such other judicial or semi-judicial bodies of a similar kind as the Governing Body may from time to time designate.

3. The attendance of observers from intergovernmental organisations with whom the I.L.O. is in relationship is a matter for settlement, in the individual cases, with the other organisations concerned, having regard to the relevant relationship agreements.

He pointed out that the report took no account of the rights which had been enjoyed for some time by all Members of the Organisation to attend all meetings of the Organisation, and this question was dealt with in paragraph 2 of his proposed conclusions. In addition, he proposed as an exception to this general principle that governments should not have the right to attend meetings of certain committees, in particular the Meeting of Experts on the Application of Conventions and Recommendations. That did not mean that governments might not attend the meetings of that Committee as witnesses in order to answer questions put to them by the Committee or to give explanations of their actions.

There was also no reference in the report of the Committee to the fact that the right of certain intergovernmental organisations to attend meetings was dependent upon the terms of the relationship agreement between the I.L.O. and those organisations. Paragraph 3 of his proposals dealt with that aspect of the question.

With regard to the points made by Mr. Vermeulen, he thought that the second sentence of paragraph 1 of his own draft would cover what Mr. Vermeulen had in mind.

Mr. Waline, referring to paragraph 2 of the text proposed by Sir Guildhaume Myrddin-Evans, asked whether members of the Governing Body did not have the same right as governments to attend meetings of experts if they so desired.

Sir Guildhaume Myrddin-Evans replied that the right in question was enjoyed by States Members of the Organisation and not by members of the Governing Body. The purpose of the proposal in paragraph 2 of his draft conclusions was to prevent any future misunderstanding and to clarify the position of member States in this respect. If Mr. Waline wished to claim for members of the Governing Body the right to attend all meetings of the Organisation, that was a completely new proposal which would have to receive due consideration.

Mr. Waline did not think that this question had ever been clarified. According to his recollection, there had been cases in which members of the Governing Body had attended meetings of experts in their personal capacity and at their own expense. He had raised the question because Sir Guildhaume Myrddin-Evans wished to establish the right of States not represented in the Government group of the Governing Body to attend any meeting of experts except the meetings of the three Committees specified in paragraph 2 of his text. Sir Guildhaume’s proposals would seem to lead to the paradoxical conclusion that certain members of the Governing Body would not be entitled to attend meetings which the Governing Body itself had called, whereas the government of a State not represented on the Governing Body would be so entitled. It was true that the I.L.O. was an organisation of States, but its tripartite character should not be overlooked.

Sir Guildhaume Myrddin-Evans did not consider that the situation to which Mr. Waline had drawn attention was either paradoxical or illogical. The right in question was a right enjoyed hitherto by States Members. That did not mean that employers or workers could not be sent by their governments as observers to the meetings, but to the best of his knowledge members of the Governing Body had never had the right automatically to attend all meetings of the Organisation. The purpose of his proposal was to confirm the existing position. If Mr. Waline wished to claim other privileges for members of the Governing Body, the matter would have to be discussed, but not at the present time.

Mr. Waline said that he had raised the question of the rights of members of the Governing Body because the conclusions proposed by Sir Guildhaume Myrddin-Evans included a clause concerning the right of governments of States Members to attend meetings, a point to which no reference had been made in the Committee’s report.

In the light of the explanations given by Sir Guildhaume, he would be obliged to abstain from the vote on these conclusions if the interpretation given by Sir Guildhaume was accepted, since they would have the effect that if the Governing Body did not appoint a tripartite delegation to represent it at a meeting of experts the Employers’
Workers' groups would have no representation at that meeting, whereas the government of any State not represented on the Governing Body would be able to send not merely an official but an employer or a worker to attend the meeting. This was the situation which he regarded as paradoxical.

Mr. Ramadier thought that there was some contradiction between the first and second paragraphs of the conclusions proposed by Sir Guildhaume Myrddin-Evans. Paragraph 1 provided that the question of the attendance of observers might in special cases be raised in the Governing Body, so that the Governing Body might in fact decide that there should be no observers at a given meeting. Paragraph 2, however, provided that any State Member of the Organisation had the right to be represented by observers, and he wondered how these two paragraphs should be interpreted.

Sir Guildhaume Myrddin-Evans explained that paragraph 1 stated a general principle, while paragraphs 2 and 3 stated two exceptions to that general principle which were of long standing and were quite independent of the second part of paragraph 1. He suggested that the text might be made clearer by inserting at the beginning of paragraph 1 the words "Subject to paragraphs 2 and 3 below".

Mr. Ramadier agreed that the addition suggested by Sir Guildhaume would remove any contradiction between paragraph 1 and paragraph 2. He wondered, however, who were the observers who might be authorised by the Governing Body to attend meetings of experts in special cases. The reference was not to observers of States Members, who were covered by paragraph 2, nor to the observers from intergovernmental organisations covered in paragraph 3; did it relate to observers from the Workers' and Employers' groups?

Sir Guildhaume Myrddin-Evans thought that the discussion which had taken place at an earlier session of the Governing Body concerning the presence of observers at the Meeting of Experts on Productivity clearly indicated the kind of observers to which Mr. Vermeulen had referred. Many of these organisations might have an interest in the questions dealt with in the Meeting of Experts on Productivity, and this was the point that had been raised by Mr. Waline and said he had nothing to add to the explanation he had already given.

Sir Guildhaume Myrddin-Evans had no objection to transferring the second part of paragraph 1 to a fourth paragraph, but could not accept the text as redrafted by Mr. Ago because there might be other kinds of organisations which might wish to send observers to such meetings. He thought that it would be more logical to leave the second sentence in paragraph 1 where it stood because it was a general qualification of the general principles stated in the first sentence, whereas the cases dealt with in paragraphs 2 and 3 were special cases.

Mr. Roberts agreed with Mr. Bergenström that the situation was very confused. As the matter was not urgent, he formally proposed that it should be referred back to the Committee on Standing Orders and the Application of Conventions and Recommendations in order that the Committee might try to produce a generally acceptable text in the light of the discussion that had taken place.

Mr. Delaney did not think that the functions of members of tripartite Governing Body delegations at meetings of experts had ever been clearly defined, and suggested that the Committee on Standing Orders and the Application of Conventions and Recommendations might be asked to consider this aspect of the question when it considered the conclusions proposed by Sir Guildhaume Myrddin-Evans.

Mr. Bergenström thought that the situation was becoming more and more confused. In his opinion the attendance of a Governing Body delegation at meetings of committees of experts was quite unrelated to the presence of observers because the members of the Governing Body delegation had a particular function to fulfil at the meeting. According to Sir Guildhaume's explanation of his proposal, it appeared that a member of the Governing Body who happened to be in Geneva at a time when there was a meeting of experts would not be allowed to attend that meeting, even if it was dealing with matters in which he was deeply interested.

Sir Guildhaume Myrddin-Evans pointed out that this was the point that had been raised by Mr. Waline and said he had nothing to add to the explanation he had already given.

Mr. Roberts agreed with Mr. Bergenström that the situation was very confused. As the matter was not urgent, he formally proposed that it should be referred back to the Committee on Standing Orders and the Application of Conventions and Recommendations in order that the Committee might try to produce a generally acceptable text in the light of the discussion that had taken place.

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The Governing Body decided to refer the question of the attendance of observers at meetings of the International Labour Organisation back to the Committee on Standing Orders and the Application of Conventions and Recommendations for consideration and report, in the light of the proposals made by Sir Guildhaume Myrddin-Evans as amended in the course of the discussion, and of the observations made by various members of the Governing Body, and in particular by Mr. Delaney.

1 See Minutes of the 120th Session of the Governing Body, Fourth Sitting, pp. 36-38.
Release of Confidential Governing Body Minutes after a Period of Years.

Sir Guildhaume Myrddin-Evans proposed that the amendment to paragraph 3 of article 14 of the Standing Orders of the Governing Body recommended by the Committee should be amended to read as follows:

There shall be no release of confidential Governing Body minutes for a minimum period of ten years; after the lapse of ten years the Director-General, in consultation with the Officers of the Governing Body or, in cases of doubt, with the Governing Body itself, may permit a writer to make use of confidential minutes in individual cases on request.

Mr. Delaney noted that Sir Guildhaume's proposal differed from the Committee’s recommendation in that he suggested that the Director-General should consult the Officers of the Governing Body or the Governing Body itself before releasing confidential minutes. Whereas some of the discussion recorded in the minutes might be of a confidential character, there was little that was really secret. He therefore did not think that it was necessary after ten years for the Director-General to consult the Officers of the Governing Body on this point and considered that the Director-General himself was fully competent to take a decision.

Sir Guildhaume Myrddin-Evans explained that the Committee’s proposal was that the confidential minutes of the Governing Body should be released automatically after ten years and that in certain circumstances they might be released sooner. His own proposal was that the procedure should be reversed and that it should be stated that the minutes should not be released in any circumstances until the lapse of ten years and that in certain circumstances they might not be released even after ten years.

He believed that if speakers taking part in a confidential discussion knew that minutes were not to be published they could speak more freely. While recognising that there should be a time limit to the confidential character of the minutes, he thought that that limit should not be less than ten years. Many speakers in a debate might still be alive at the end of the ten years, even if they were no longer members of the Governing Body, and might regard the publication of their remarks as a breach of confidence. After the lapse of ten years the confidential nature of the minutes should, in his view, still be preserved, but his proposal nevertheless provided that the Director-General, after consulting the Officers of the Governing Body, might permit a writer to make use of confidential minutes on request. If, after consulting the Officers of the Governing Body, the Director-General still had some doubt as to the appropriateness of releasing the documents in question, the proposals provided that he should ask the opinion of the Governing Body itself.

Mr. Roberts agreed that in certain cases it might be desirable to maintain the confidential character of the minutes of private sittings of the Governing Body for longer than ten or even 20 years, but during the time he himself had been a member of the Governing Body he could not recall any cases in which the publication of the confidential minutes could have had very harmful results.

He was concerned at the fact that Sir Guildhaume’s proposal did not make provision for the publication of confidential minutes after any lapse of time, but merely permitted their use in certain cases and subject to certain conditions after a lapse of ten years. The proposal therefore seemed to him to be incomplete, and he thought that it would be preferable to lay down a more positive provision and to authorise the Director-General, after consulting the Officers of the Governing Body, to release certain of the confidential minutes on a basis of selection after the lapse of a given period. Publication on this basis would do no harm to anybody and might benefit the Organisation as a whole.

Mr. Waline thought that in some cases it would do no harm to provide that after a certain lapse of time any person who so wished might have access to the minutes, since much of the discussion in the Governing Body was not of a particularly confidential character. At the same time, however, there would be a danger of releasing the discussions relating to certain persons, and this might be highly inappropriate. Moreover, it would be difficult to determine the persons to whom the confidential minutes should be released and from whom they should be withheld. The best course might be to review the minutes and decide which could be released and which could not.

In reality, the confidential minutes contained matter of very different kinds. Certain discussions on the budget, for instance, no longer had a confidential character after a lapse of some years and could be released to the public without difficulty, whereas it would be difficult to release certain discussions relating to personalities even after 15 or 20 years. Hence, the confidential minutes could not be considered as a whole because they covered matters of different degrees of importance.

Personally he would prefer the version suggested by Sir Guildhaume Myrddin-Evans which would make it possible for the Officers, or in case of disagreement the Governing Body itself, to decide whether certain documents should be released. To authorise the Director-General to make a selection would make it practically impossible for him to refuse access to the minutes by any person who made the request.

Sir Guildhaume Myrddin-Evans, replying to Mr. Roberts, said that after considering the matter and reviewing the various arguments, he had reached the conclusion that it would be placing an impossible burden on the Director-General and the Officers of the Governing Body to make a selection among the confidential minutes and to decide which of them could be published. If the confidential nature of the minutes were to be maintained, he thought that the only practicable solution was to authorise their publication on request; when such a request was made, the Director-General, in consultation with the Officers, could decide whether it was appropriate that the particular minutes in question should be published. It was for these reasons that he preferred his own proposal to the wider proposal made by Mr. Roberts.

He suggested, however, that the point made by Mr. Roberts might partly be met by redrafting the last part of his proposed amendment as follows: "might make confidential minutes available on request in appropriate cases."
Mr. Roberts said that the Workers' group as a whole would agree to support Sir Guildhaume's amendment.

The Chairman said that the last proposal made by Sir Guildhaume seemed to be generally acceptable and suggested that the Governing Body might adopt it.

The Governing Body rejected the amendment to its Standing Orders proposed in paragraph 30 of the report of the Committee and on the proposal of Sir Guildhaume Myrddin-Evans, and in the light of the observations made during the course of the discussion, decided to amend article 14, paragraph 3, of its Standing Orders by adding at the end of that paragraph the following:

There shall be no release of confidential Governing Body minutes for a minimum period of ten years; after the lapse of ten years the Director-General, in consultation with the Officers of the Governing Body or, in cases of doubt, with the Governing Body itself, may make confidential minutes available on request in appropriate cases.

TENTH ITEM ON THE AGENDA

Report of the Manpower and Employment Committee

Mr. Delaney said that in the course of the discussion as well as in the report laid before the Committee the importance of giving technical assistance in the development of trade unions had been ignored. He had stated in the Committee that it was not the desire of trade unions to ask for technical assistance to organise the workers, but that they felt that within the Technical Assistance Programme much more could be done than had been attempted so far to promote the development of trade union organisations. For instance, by means of workers' education. Something had already been done in this field, but an expansion of such activities would be most helpful.

The report of the Committee appeared to indicate that the workers were asking for assistance in organising trade unions; that was not the case, but it appeared that so far the Office had not contemplated any kind of assistance designed to promote the development of trade unions, although this would be in accordance with the basic objectives of the Organisation in respect of the maintenance of economic and social justice throughout the world.

The Chairman said that Mr. Delaney's remarks would be placed on record.

Mr. de Souza e Silva, Chairman of the Manpower and Employment Committee, indicated that in the second sentence of paragraph 2 of the report the words "during the previous session of the Governing Body" should be amended to read "during the 120th Session of the Governing Body".

He accepted Mr. Delaney's observations and asked that they should be placed on record.

He drew attention to the fact that at its 120th Session the Governing Body had asked the Director-General to report on the possibility of combining the Manpower and Employment Committee with the Technical Assistance Committee. He hoped that this report would be submitted at an early date and would take into account the discussion on the same subject which had taken place at the last meeting of the Manpower and Employment Committee.

Mr. Aljab Ali agreed with Mr. Delaney that the Office was not doing all that it might do in the field of workers' education, a field which was of great importance to the Asian countries. He hoped that something practical could be achieved in this respect in the near future.

Mr. Tata observed that a suggestion he had made in the course of the discussion was not mentioned in the report, namely, that since the Training Within Industry scheme was becoming very important the time had come to provide for the inclusion of these methods in the curriculum of all training institutes. If this suggestion were followed it might help to improve training for particularly difficult jobs and to reduce the area of misunderstanding between supervisors and workers. He asked that his suggestion should be borne in mind in planning training institutes.

The Governing Body took note of the report of the Manpower and Employment Committee, subject to the observations made by Mr. Delaney, Mr. de Souza e Silva and Mr. Tata.

THIRTEENTH ITEM ON THE AGENDA

Composition of Committees

Mr. Waline recalled that at the 121st Session the Employers' group had asked for the deferment of the proposals which were now submitted in one of the papers under this item. After due consideration the Employers' group had no objection to raise to any of these proposals. The group had asked for the adjournment of the question in March because the proposals had been placed before the Governing Body at such a late stage that it had been impossible to form a considered opinion upon them.

The Employers' group now found itself in exactly the same position with regard to the other documents submitted under the thirteenth item on the agenda, which contained new proposals. He reiterated his request that proposals of this kind should be communicated to the members of the Governing Body at a sufficiently early date or, if this could not be done, that the Director-General should simply inform the Governing Body that he had made the appointments, without asking for its approval.

Accordingly he suggested that the Governing Body should defer its decision on these new proposals until the sitting to be held at the end of the Conference.

The Governing Body approved the appointments proposed in the main document to the Committee of Experts on Indigenous Labour, the Correspondence Committee on Occupational Safety and Health, the Correspondence Committee of Statistical Experts and the Committee of Experts on Social Policy in Non-Metropolitan Territories.

The Governing Body deferred to the sittings to be held at the end of the Conference consideration of the proposals concerning the composition of committees contained in the two supplementary notes submitted to it.¹

¹ See below, Minutes of the Fifth Sitting, p. 42, and Minutes of the Sixth Sitting, p. 57.
Mr. Roberts wished to raise certain points in connection with paragraphs 5 and 6 of the report of the statistical experts reproduced in appendix II to the Office document.

The Workers' group viewed with concern the opinion expressed in paragraph 5 of the experts' report that there was no need to make special mention of the problem of underemployment. It was admittedly very difficult to define what was meant by underemployment since underemployment might exist even when workers were working the full number of hours. If underemployment were estimated only on the basis of the normal hours of work in the week without considering each industry or series of occupations separately it would be impossible to obtain accurate data. Even assuming that the normal 48-hour week was applied, it might well be that some workers were working overtime while others were underemployed, although the statistics might suggest that normal hours were being worked throughout the industry.

The Workers were, however, particularly concerned about underemployment in underdeveloped countries where, besides considerable unemployment, there was often underemployment for six or nine months of the year. He hoped, therefore, that the statistical experts at their next meeting might consider the possibility of establishing some method of calculating the extent of underemployment in the various countries.

With regard to paragraph 6 of the experts' report, relating to the classification of occupations, the Workers' group held the view that this classification was sometimes carried out by persons who knew nothing about the matter and thereby caused more confusion than if nothing had been done at all. However, he understood that this classification was purely for census or statistical purposes and not for general use. If it gave satisfaction to the statistical experts he would not raise any objection to it, but he wished for an assurance that it would be used only for statistical and not for general purposes.

The Governing Body took note of the reservations expressed by Mr. Roberts on behalf of the Workers' group.

The Governing Body authorised the Director-General to circulate to governments for their observations the draft classification of occupations as proposed in paragraph 6 of the experts' report.

Mr. Waline said that while the importance of this agreement was appreciated by all the members of the Governing Body it was of particular interest to him because France was one of the six countries forming part of the Community. It was possible that the Governing Body might be faced with similar cases in future and the arrangements incorporated in the present agreement might form a precedent. It was therefore important that it should be stated in the preamble that the agreement was being put into force experimentally, since it was quite possible that in the light of experience modifications might have to be made to this arrangement for the settlement of relations between two international organisations.

He drew attention to paragraph 13 of the draft agreement, which referred to "supplementary arrangements". He did not see what arrangements could be required other than the administrative arrangements provided for in paragraph 12 of the draft agreement, and if any such arrangements were to be made the Governing Body, or at least its Officers, should be kept informed of them.

With regard to the reservation made in paragraph 4 of the draft agreement concerning the exchange of confidential information, he emphasised the necessity of such a reservation because the High Authority of the European Coal and Steel Community received certain information, relating in particular to wages in individual undertakings, on condition that it should be regarded as confidential, and he did not think that such information should be communicated to the International Labour Office.

Mr. Jouhaux thought that the Governing Body could congratulate itself on the agreement which had been made between the I.L.O. and the European Coal and Steel Community.

While the independence of the participating countries must be safeguarded to a certain extent, it was also necessary that the I.L.O. should be able to submit its observations on the conduct and development of the organisation in question, which could not be accorded a special status exempted from the general rules applicable in this field.

It was obviously impossible to insist that information regarded as confidential should be published, but it would nevertheless be desirable that such information be available to the Office, which must be informed of everything connected with the working of the European Coal and Steel Community in relation, at least, to the matters within the competence of the I.L.O.

The proposed agreement would enable the Office to exercise permanent supervision over the development of the Community. He was convinced that on the lines on which it had been conceived this agreement would promote the necessary contacts and would help to improve the organisation of Europe.

After an exchange of views between the Chairman and Mr. Waline, the Director-General said that there need be no question in the minds of the members of the Governing Body in respect of the point raised by Mr. Waline concerning the conclusion of supplementary arrangements. If any such arrangements were contemplated, the Governing Body would be fully consulted and asked to take a decision upon them.

Mr. Jouhaux emphasised that the European Coal and Steel Community required a certain degree of autonomy to allow it to operate efficiently. While he considered it essential that the International Labour Office should be in a
position to follow the working of the Community and that an agreement should be made between the Director-General and the President of the High Authority, it was equally necessary to avoid any undue rigidity in the application of the agreement. Arrangements of this kind should be elastic enough to mould themselves to a situation which was still developing.

The Governing Body took note of the statement made by the Director-General in reply to Mr. Waline.

The Governing Body approved the draft agreement concerning collaboration between the International Labour Organisation and the European Coal and Steel Community.

The Governing Body approved the First Report of the International Organisations Committee as a whole.

The sitting closed at 6.35 p.m.

F. GARCÍA OLDINI.
MINUTES OF THE THIRD SITTING

(Saturday, 30 May 1953—10.20 a.m.)

The Governing Body was composed as follows:

Chairman: Mr. García Oldini.

Mr. AGo, Mr. Abid Ali, Mr. Aftab Ali, Mr. Allana, Mr. Bergenström, Mr. Burton, Mr. Delaney, Mr. Esfandiary, Mr. Fafchamps, Mr. Fennema, Mr. Fernandes, Mr. García Oldini, Mr. Ibáñez, Mr. Journaux, Mr. Kaiser, Mr. Malik, Mr. Monk, Mr. Montoya, Sir Guildhaume Myrded-Evans, Mr. Orr, Mr. Paz, Mr. Ramadier, Mr. Roberts, Mr. Shastri, Mr. C. E. Shaw, Mr. Solvén, Mr. de Souza e Silva, Mr. Tata, Mr. Tuan, Mr. Waline, Mr. Williams, Mr. Wuori.

Sixth Item on the Agenda

Report of the Financial and Administrative Committee

First Report

Audited Accounts for 1952 and Auditor's Report.

Financial and Budgetary Situation on 30 April 1953.

Financial Situation of the Expanded Programme of Technical Assistance Account on 30 April 1953.

Review of Audit Arrangements.

The Governing Body took note of the information under these headings of the report.

Appointment of an Auditor.

The Governing Body decided that Mr. Uno Brunsbog (Sweden) should be reappointed as Auditor for a further period until 1 April 1955.

Appointments to the Investments Committee under the I.L.O. Staff Pensions Fund Regulations.

The Governing Body decided that the members of the Investments Committee under the I.L.O. Staff Pensions Fund Regulations, namely, Count de Chalendar (France), Colonel Terence Maxwell (United Kingdom) and Mr. William Reese (United States) should be reappointed for a further period until 31 December 1954.

Appointments to the Administrative Board of the I.L.O. Staff Pensions Fund and to the I.L.O. Staff Pensions Committee (United Nations Joint Staff Pension Fund).

The Governing Body decided to propose to the Conference the reappointment of the following members and substitute member for further periods of three years, namely, in the case of the Administrative Board of the I.L.O. Staff Pensions Fund, until 8 October 1956, and in the case of the I.L.O. Staff Pensions Committee (United Nations Joint Staff Pension Fund) until 10 July 1956:

Members: Professor William E. Rappard (Switzerland);
Miss G. J. Stemberg (Netherlands); Professor H. S. Kirkaldy (United Kingdom).

Substitute Member: Mr. Charles R. McCord (Canada).

The Chairman said that since the report of the Financial and Administrative Committee had been drafted the Office had received a communication from the Ministry of Social Affairs of Denmark stating that the Danish Government had no objection to the reappointment of Mr. Juhl Christensen as substitute member of the Administrative Board of the I.L.O. Staff Pensions Fund and of the I.L.O. Staff Pensions Committee.

The Governing Body approved the reappointment of Mr. Juhl Christensen as substitute member of the Administrative Board of the I.L.O. Staff Pensions Fund and of the I.L.O. Staff Pensions Committee.

The Governing Body noted that a proposal with regard to the appointment or reappointment of one further substitute member would be submitted at a later date.

Report of the Administrative Board of the I.L.O. Staff Pensions Fund.

The Governing Body decided to submit to the Conference the draft resolution proposed by the Board concerning the contributions payable to the I.L.O. Staff Pensions Fund for 1954, in the terms set forth in paragraph 10 of the report.


The Governing Body took note of the information contained in the report under this heading.

Enlargement of the Building Subcommittee.

The Governing Body noted that the Financial and Administrative Committee had decided to increase the number of members of the Building Subcommittee from three to six, two from each group, and had appointed the members of the Subcommittee as follows:

Government group:

India.
Venezuela.

Employers' group:

Mr. Bergenström.
Mr. Kuntschen.

Substitutes:

Mr. Campanella.
Mr. C. E. Shaw.

Workers' group:

Mr. Delaney.
Mr. Roberts.
Financial Implications of Increasing Governing Body Representation at the Asian Regional Conference.

Mr. Malish drew attention to the statement in paragraph 17 of the report that the United States Government member and one Employers' member had recorded their opposition to any withdrawal from the Working Capital Fund to finance the additional expenditure mentioned in paragraphs 13 and 16 of the report. He thought that the Governing Body was accordingly required to take a decision on the alternative method of financing the expenditure mentioned at the end of paragraphs 13 and 16.

The Chairman pointed out that the Financial and Administrative Committee had decided to recommend a possible withdrawal from the Working Capital Fund in spite of the objections recorded in the report.

Mr. Kaiser explained that he and one Employers' member had opposed withdrawals from the Working Capital Fund, but they had been outvoted by the Committee.

The Governing Body took note that if it desired to increase the size of its delegation to the Asian Regional Conference the additional cost could be met from savings within Item 1 (Sessions of the Conference, etc.) or by transfer from some other budgetary item, or if this proved impossible, by means of a supplementary credit to be financed by withdrawal from the Working Capital Fund.

Financial Implications of Representation of the Joint Maritime Commission at the Asian Maritime Conference.

The Governing Body took note of the information contained in the report of the Financial and Administrative Committee under this heading.

Financing of the Proposed Admission of Additional Members to Industrial Committees.

The Governing Body took note that if it were decided to approve the proposals for additional members, the additional expenditure could be financed from savings within Item 13 (Committees) or by transfer from some other budgetary item or, if this proved impossible, by means of a supplementary credit to be found by withdrawal from the Working Capital Fund.

Sharing of Administrative Expenses of the United Nations Joint Staff Pension Fund.

The Governing Body approved the I.L.O.'s sharing in the administrative costs of the United Nations Joint Staff Pension Fund as from 1 January 1954.

Occupation of Budgetary Posts.

The Governing Body took note of the information contained under this heading.

Appointments to the I.L.O. Administrative Tribunal.

The Governing Body decided to propose to the Conference the following draft resolution:

The Conference, in accordance with article III of the Statute of the Administrative Tribunal, appoints for a period of three years Mr. Georges Scelle (French) as judge of the Administrative Tribunal.

Its confirms for a further period of three years the terms of office of Mr. Albert Devèze (Belgian) and of Jonkheer van Rijckevelt (Netherlands) as judges of the Administrative Tribunal, and of Mr. Jasson Stavropoulos (Greek) as a deputy judge of the Administrative Tribunal.


The Governing Body approved the application of the Statute of the Administrative Tribunal to U.N.E.S.C.O. upon the receipt by the Director-General of the I.L.O., in accordance with paragraph 5 of article II of the Statute, of the formal declaration of U.N.E.S.C.O. recognising, in accordance with its Constitution or internal administrative rules, the jurisdiction of the Tribunal and its Rules of Procedure.

Seventh Item on the Agenda

Report of the Allocations Committee

The Governing Body decided to propose to the International Labour Conference that the scale of contributions adopted by it for the 1953 budget should be adopted without change for the 1954 budget.

Fourteenth Item on the Agenda

Report of the Director-General

Mr. Waline recalled that on several previous occasions members of the Employers' group had complained of the fact that they received a whole series of supplementary reports of the Director-General, some of which dealt with questions which might have formed separate items on the agenda. The present report, for instance, dealt with the Asian Maritime Conference and the Meeting of Experts on the Prevention and Suppression of Dust in Mining, Tunnelling and Quarrying, both of which matters might have been considered separately. It should also be possible to reduce the number of supplementary reports since urgent matters requiring last-minute decisions did not arise very frequently.

Furthermore, it would be preferable for a general table of contents to be provided indicating the questions dealt with both in the principal report and in the supplementary reports, rather than a table covering only the principal report.

The Chairman said that Mr. Waline's observations would be taken into account.

I. Obituary.

II. Progress of International Labour Legislation.

III. Publications.

The Governing Body took note of the information contained in these sections of the report.

IV. Implementation of Certain Recommendations Made by the Committee of Experts on the Prevention and Suppression of Dust in Mining, Tunnelling and Quarrying.

The Governing Body noted that the proposals referred to in paragraphs 4 and 6 of the report of
this meeting, submitted to the Governing Body at its 121st Session \(^1\) would be implemented as rapidly and as fully as possible (with the exception, for the time being, of the proposal relating to the convening each year of a small committee of experts), and that the gradual implementation of these proposals would not involve any budgetary or financial implication.

V. (a) Date and Place of the Asian Maritime Conference.

The Governing Body noted that this Conference would meet at Nuwara Eliya from Monday, 5 to Thursday, 15 October 1953 and expressed its gratitude to the Government of Ceylon for its generous invitation.

(b) Composition of the Asian Regional Conference.

The Governing Body decided to follow the precedents mentioned in the Director-General's report and to invite Portugal to attend the Asian Regional Conference.

VI. Date and Place of the Fifth Session of the Asian Advisory Committee.

The Governing Body decided that the fifth session of the Asian Advisory Committee should be held at Nuwara Eliya on Friday, 2 and Saturday, 3 October 1953.

VII. Communications to the Governing Body.

The Governing Body took note of the letter from the International Federation of Christian Factory and Transport Workers and of the letter from the International Federation of Christian Trade Unions contained in this part of the Director-General's Report.

FIRST SUPPLEMENTARY REPORT

I.L.O. Regional Activities

The Chairman, in his capacity as representative of the Chilean Government, wished to thank the Director-General for the spirit of understanding shown by him in taking his own observations fully into account.

He thought that the conclusions contained in the report offered promise that a solution would be found as rapidly as possible for the various problems involved.

Mr. Allana drew attention to the statement in paragraph 25 of this report that it had not been feasible, largely for financial reasons, to undertake publications in the vernacular languages of Asia, but that the possibilities of doing so economically and usefully were being examined.

The activities of the I.L.O. in Asia had been greatly intensified in the recent past. The I.L.O. was publishing an increasing amount of literature on technical matters, but these publications, which might be useful in Asia, were written largely in English, a language which was not generally understood by the masses in Asia. It was encouraging to see that an I.L.O. study had been published in Hindi, which was one of the languages of India. He hoped that this was merely a beginning and that the Office would continue its efforts to make available to the people of Asia in the languages of the Asian region such publications as might be useful to them.

Mr. de Souza e Silva thanked the Director-General for presenting this very important document which gave a picture of the regional activities of the I.L.O., and in particular of the progress recently made in this field. He drew attention in particular to paragraphs 28 and 29, and especially to the last sentence in paragraph 29 wherein it was stated that the Director-General would not fail to submit to the Governing Body for its consideration any proposals which he might have to make on the subject of better co-ordination of regional activities. This was a problem of vital importance because the regional activities of the I.L.O. were beginning to develop on a large scale, and he therefore suggested that the Director-General might give practical effect to this proposal by drafting a report to be submitted to the next session of the Governing Body.

With reference to the information on administrative developments given in paragraph 24, in which the Director-General described the efforts made to improve the national distribution of staff, he noted that much still remained to be done in this direction since the nationals of Asian and Latin American countries on the staff still represented only 20 per cent. of the total staff.

Mr. Ghayour supported Mr. Allana's proposal. The principles of the I.L.O. were already familiar in the intellectual circles of the countries of Asia, but the essential ideas of the Organisation on various social problems should be made accessible to the masses.

Mr. Paz said that the Mexican Government welcomed the information provided by the Director-General on I.L.O. regional activities and on the plans which he hoped to carry out in the immediate future.

Mexico was anxious that the useful activities of the Organisation should receive the greatest possible development in regions such as Latin America, the Near East and Asia, whose entry into international life was undoubtedly one of the most important developments of the present age. He therefore welcomed the optimistic and realistic conclusions set forth by the Director-General in paragraph 29 of the report.

Mr. Jouhaux observed that there was no mention in this report of the proposal for the establishment of a European regional committee which had been put forward on various occasions but which seemed to have been forgotten. Europe did not perhaps need such far-reaching assistance as the other regions of the world for the solution of its current problems, but some of these problems might affect the world as a whole, and he therefore hoped that the idea of setting up a European advisory committee would be taken up again.

Mr. Aftab Ali attached a great deal of importance to the setting up of the Field Office on Co-operation at Lahore. He suggested that the Director-General should ask that Office to undertake a study of the present legislation on cooperation in the countries of Asia which in many cases was out of date and needed thorough-going amendment to adapt it to present conditions.

He also wished to draw the Governing Body's attention again to the question of workers' education to which he had already referred. The representatives of the workers of Asia were not

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\(^1\) See Minutes of the 121st Session of the Governing Body, Appendix V, p. 72.
satisfied with the manner in which the Technical Assistance Programme was working in their countries. Vocational training was available only to individuals chosen by the governments, whereas effective help was to be provided for the workers of Asia and it they were to be given a sense of responsibility and a higher standard of living, the prevailing illiteracy and ignorance in these countries must be dealt with as a problem of first-rate importance. The I.L.O. had begun to do something in this field, but later had appeared to be gradually losing interest in the problem of workers' education. It was true that adequate financial means must be made available, but they could be found by cutting down expenditure on other items. It was futile to talk about social justice to those who were completely illiterate and ignorant of their rights.

He therefore urged the Director-General to give consideration to the question of workers' education, which should have priority within the technical assistance programme, especially in the countries of Asia.

Mr. Montoya associated himself with the remarks made by the representatives of Latin American countries and endorsed Mr. de Souza e Silva's proposal that the Director-General should be requested to submit a further report on the important subject of regional activities to the Governing Body at its 123rd Session.

The conclusions of the report which the Governing Body was now discussing were realistic and appeared to be well founded. Nevertheless the study of the regional activities of the I.L.O. as a whole should be consistently pursued. Decentralisation might have certain advantages, but also involved limitations. In order to reach practical results might be reached, it was suggested that the Office should submit to the next session of the Governing Body a document summarising the experience acquired in the field of regional activities and the steps which might be taken to develop them still further. The present report contained much interesting information, but it would be desirable for precise proposals to be placed before the Governing Body, in particular concerning the extent to which it might be possible to decentralise regional activities while at the same time maintaining the necessary co-ordination at the centre.

Mr. Rosen asked whether a Middle and Near Eastern regional conference were to be held, and if so when.

The Director-General, in reply to Mr. Aftab Ali, explained that at the present time the Expanded Programme of Technical Assistance did not make provision for the use of funds for workers' education, so that the necessary funds would have to be found within the regular budget. Nevertheless he assured Mr. Aftab Ali that he would continue to give the question the attention it deserved and to try to find means of developing the Office's activities in this field. It was, however, difficult to cut down other projects which had already been undertaken. He suggested that he might discuss this problem privately with Mr. Aftab Ali with a view to exploring the best methods of dealing with it.

With regard to the suggestions made by Mr. de Souza e Silva and Mr. Montoya, he pointed out that the report he had made to the Governing Body contained a general review of the existing situation and the conclusions indicated that the matter would be kept under review and that any proposals which he might have to make on the subject would be submitted to the Governing Body. It was difficult to know on what precise point new proposals could be put before the Governing Body at the next session. For the time being he suggested that the best course would be to accept the conclusions in paragraphs 28 and 29 of the report and to leave him to make to the Governing Body at the earliest possible date concrete proposals based on the progress made and the possibility of developing certain activities. If the members of the Governing Body were to specify any particular points he would do his best to report upon them, but it seemed likely that the problem could be dealt with more constructively by following the development of regional activities as a whole with a view to making concrete suggestions at the appropriate time.

The possibility of convening a regional conference for the Near and Middle East was under constant review and was the subject of constant consultations with the interested governments, but the time was not yet ripe for making a specific proposal.

Mr. Benitez expressed the view that there was a tendency among the representatives of the underdeveloped countries on the Governing Body to ask the I.L.O. for types of technical assistance which raised budgetary problems. These countries should not depend too much on direct assistance by the I.L.O. In the Philippines an effort was being made to apply the ideas suggested by the I.L.O. through the local resources of the country, especially at village level. In the light of the experience gained in his country during the past two years, he was convinced that without raising complicated budgetary problems States could obtain from the I.L.O. a great deal of literature and advice which would be most valuable to them.

He agreed with Mr. Allana that it was important to publicise this literature as widely as possible in the various countries. It was for the leaders of the communities concerned to have translations made and to take the necessary action on the local level.

After their experience in the last war, when government action had failed, his fellow-countrymen had learned that they must rely mainly upon themselves, and he believed that this was the most effective approach to the problem.

The Governing Body took note of the first supplementary report of the Director-General, in particular of the conclusions contained in paragraphs 28 and 29, and also of the observations made by various members of the Governing Body and by the Director-General.

SECOND SUPPLEMENTARY REPORT

Interpretation of the Decisions of the International Labour Conference

The Governing Body took note of this report, subject to the reservation made by Sir Guildhaume Myddin-Evans that this did not imply that members of the Governing Body necessarily associated themselves in detail with the opinions expressed therein.
Mr. Delaney said that the Workers' group would accept the proposal that neither of the two international organisations in question should be invited to be represented at this meeting by observers, on the understanding that this did not prejudice the position in respect of any future action on requests of the same kind.

The Governing Body decided not to grant the request of the International Federation of Building and Public Works and the International Federation of Building and Woodworkers for representation at the Meeting of Experts on Systems of Payment by Results in the Construction Industry.

FOURTH SUPPLEMENTARY REPORT

Survey of Migration Activities

Mr. Waline said that this document had been distributed only recently so that there had been no time to consider it fully. He therefore suggested that it should be deferred for consideration at the sitting to be held at the end of the Conference.

The Chairman pointed out that the Governing Body was asked in particular to make such observations as it might desire on the draft Constitution of the Intergovernmental Committee for European Migration. He thought that there would still be time to make such observations at the final sittings of the present session.

Mr. Delaney had no objection to postponing the matter as proposed. The Workers' group, however, wished to make certain comments which the Director-General might find useful in the course of his consultations on the subject.

The Workers were greatly concerned with the problem of migration as a whole and had repeatedly asked the I.L.O. and its member States to take effective measures to deal with it. They believed that the I.L.O. was the competent organisation to handle this problem and had supported the conclusions of the Governing Body to this effect. They were not satisfied, however, with the present arrangements for dealing with the migration problem. There had been no tangible results in redistributing the surplus populations of the overpopulated countries. The document submitted to the Governing Body raised some very important legal and constitutional questions, some of which needed clarification, and the Workers' group hoped that the Director-General would provide precise information which would give it the assurance that the jurisdiction of the I.L.O. would be upheld in any consultations that he might have to undertake on this matter.

The Governing Body deferred to the final sittings of its current session consideration of the fourth supplementary report of the Director-General.

FIFTH SUPPLEMENTARY REPORT

Composition of the Asian Maritime Conference

Mr. Aftab Ali formally proposed that the Governing Body should approve the issue of invitations to this Conference to the two organisations mentioned in the report.

1 See above, Minutes of the Fifth Sitting, pp. 42-43.
2 See below, Minutes of the Sixth Sitting, pp. 46-49.
The Governing Body approved the issue to the International Shipping Federation and the International Transportworkers Federation of invitations to send observers to attend the Asian Maritime Conference.

SIXTH SUPPLEMENTARY REPORT

Meeting of a Panel of the Correspondence Committee on Co-operation

The Chairman suggested that it might be preferable to postpone consideration of this document until the sitting which the Governing Body would hold at the end of the session of the Conference.

Mr. Tuan wished to submit some comments on the question of the selection of the experts. He pointed out that the list did not contain a single expert from Asia and that about half the experts came from Europe, a fact which did not seem to be consistent with the principle of geographical distribution mentioned in paragraph 3 of the report.

He thought that the experts convened should not only have different languages and customs but should have experience of different problems. In Europe, where co-operation was highly developed, the experts probably had fairly homogeneous experience of problems which were broadly similar. It would be useful to invite experts from countries where co-operation was less developed and where the problem had different aspects. He would not press for the appointment of a Chinese expert, but wished nevertheless to draw the attention of the Governing Body to the desirability of the representation of a region which had different problems.

Sir Guildhaume Myrddin-Evans agreed with the proposal to postpone this question to a later sitting of the present session and hoped that the Director-General would be able to provide further information as to why this meeting was regarded as necessary.

The Governing Body deferred consideration of this document until the final sittings of its current session and took note of the request made by Sir Guildhaume Myrddin-Evans.1

SEVENTEENTH ITEM ON THE AGENDA

Appointment of Governing Body Representatives on Various Bodies

Meeting of Experts on Systems of Payment by Results in the Construction Industry (Geneva, 27-31 July 1953).

Mr. Roberts said that the Workers' group did not think that it was necessary for the Governing Body to be represented at this meeting. He therefore proposed formally that no such delegation should be appointed.

By 19 votes to 8, with 3 abstentions, the Governing Body decided not to appoint a Governing Body delegation to attend this meeting.

Asian Regional Conference (Tokyo, 14-26 September 1953).

Mr. Roberts proposed that the Governing Body delegation to this Conference should include two members from each group.

Sir Guildhaume Myrddin-Evans supported this proposal and pointed out that the delegation would also include the Chairman of the Governing Body.

The Governing Body decided that its delegation to the Asian Regional Conference should be composed of two representatives of each group together with the Chairman of the Governing Body.

Mr. Kaiser pointed out that in paragraph 3 of the document relating to the financing of the additional expenditure involved in increasing the number of members of the delegation, reference was made only to the possibility of a supplementary credit to be found by withdrawal from the Working Capital Fund. He understood that the Financial and Administrative Committee had agreed that the possibility of savings on other items or of transfer should be considered in the first place, and he wished to place on record that the United States Government objected to the withdrawal of funds from the Working Capital Fund.

The Governing Body took note of the observation made by Mr. Kaiser.

The Chairman asked the three groups to nominate their representatives on this delegation.

Sir Guildhaume Myrddin-Evans said that the Government group proposed Mr. Paz and either Miss Stemberg or Mr. Fafchamps, according to certain circumstances which were not yet determined.

Mr. Waline, on behalf of the Employers' group, proposed Mr. C. E. Shaw with Mr. Fennema as substitute, and Mr. Allana with Mr. Benitez as substitute.

Mr. Roberts said that the Workers' group wished to defer the nomination of its representatives.

The Governing Body appointed its delegation to the Asian Regional Conference as follows:

The Chairman of the Governing Body.

Government group:

Mr. Paz (Mexico).
Miss Stemberg (Netherlands), or
Mr. Fafchamps (Belgium).

Employers' group:

Mr. C. E. Shaw; Substitute: Mr. Fennema.
Mr. Allana; Substitute: Mr. Benitez.

Workers' group: Nomination to be made later.1

Asian Maritime Conference (Nuwara Eliya, 5-15 October 1953).

The Governing Body appointed its delegation to the Asian Maritime Conference as follows:

Government group: Mr. Paz (Mexico).

Employers' group: Mr. Campanella.

Workers' group: Mr. Monk; Substitute: Mr. Aftab Ali.

1 See below, Minutes of the Sixth Sitting, p. 59.
The Chairman drew attention to the fact that the Joint Maritime Commission had asked to be represented at this Conference by a bipartite delegation of two members from each group.

Sir Guildhaume Myrddin-Evans hoped that this proposal would not be pressed since he saw no need for such a delegation. The Conference would be attended by the representatives of the Governments, employers and workers of a large number of countries as well as by a Governing Body delegation, and the national delegations would certainly include substantial numbers of employers and workers who were members of the Joint Maritime Commission.

Mr. Roberts said that the Workers' group supported the request of the Joint Maritime Commission. The presence of experienced members of the Joint Maritime Commission might exercise a steadying influence on the Conference.

Mr. Waline said that the Employers' group also supported the request of the Joint Maritime Commission.

Mr. Kaiser fully supported the views expressed by Sir Guildhaume Myrddin-Evans. He thought that the Governing Body delegation would be able to exercise any steadying influence that might be required.

By 18 votes to 9 with 3 abstentions, the Governing Body decided to grant the request of the Joint Maritime Commission to be represented at the Asian Maritime Conference by a delegation composed of two members from the Shipowners' group and two members from the Seafarers' group.

Building, Civil Engineering and Public Works Committee (Fourth Session, Geneva, 26 October-7 November 1953).1

Sir Guildhaume Myrddin-Evans said that the Government group was not yet in a position to submit a nomination for the Chairman and Government group representative in respect of this meeting.

Mr. Waline said that the Employers' group wished to defer its nominations until a later sitting.

Mr. Roberts, on behalf of the Workers' group, nominated Mr. Böhm with Mr. Möri as substitute. The Governing Body took note of this information.

Coal Mines Committee (Fifth Session, Düsseldorf, 30 November-12 December 1953).

On the proposal of the groups, the Governing Body appointed its delegation to the Fifth Session of the Coal Mines Committee as follows:

Chairman and representative of the Government group: Mr. Ramadier (France).

Employers' group: Nomination to be made later.1

Workers' group: Mr. Nielsen; Substitute: Mr. Delaney.

Committee of Experts on Social Policy in Non-Metropolitan Territories (Third Session, Lisbon, 7-19 December 1953).

The Chairman said that the Governing Body had to decide whether it wished to be represented at this meeting by a bipartite delegation.

Mr. Jouhaux said that the Committee of Experts on Social Policy in Non-Metropolitan Territories was concerned with questions of vital importance which involved Governing Body policy, and he considered it essential for the Governing Body to be represented at its meetings.

Mr. Waline supported Mr. Jouhaux's position.

The Governing Body decided that it should be represented at this meeting by a bipartite delegation.

On the proposal of the three groups it appointed the following persons as delegates:

Government group: Mr. de Souza e Silva (Brazil).

Employers' group: Nomination to be made later.1

Workers' group: Mr. Jouhaux; Substitute: Mr. Pastore.

Special Tripartite Conference concerning Rhine Boatmen.

The Governing Body took note that the Committee on Industrial Committees had not yet reported on this question and accordingly deferred its decision on paragraphs 13 and 14 of the office document to the final sittings of its current session.1

Representation of the I.L.O. at the Eighth Regular Session of the General Assembly of the United Nations (Opening Date 15 September 1953).

Sir Guildhaume Myrddin-Evans said that the Government group suggested that in accordance with the precedents it should be represented by the Chairman of the Governing Body and by the Chairman of the International Organisations Committee.

Mr. Waline said that the Employers' group would submit its nominations at a later sitting.

Mr. Roberts, on behalf of the Workers' group, proposed Mr. Jouhaux and Mr. Delaney.

The Governing Body appointed its delegation to the Eighth Regular Session of the General Assembly of the United Nations as follows:


The Chairman of the International Organisations Committee (Sir Guildhaume Myrddin-Evans).

Employers' Group: Nominations to be made later.1

Workers' group: Mr. Jouhaux. Mr. Delaney.

Death of Mr. Cyril Kerr

The Director-General said that he had just been informed of the sudden death of Mr. Cyril Kerr, one of the senior members of the Editorial Division and Chairman of the Staff Union Committee of

1 See below, Minutes of the Sixth Sitting, p. 59.
the Office. This came as a great shock both to himself and to his colleagues and collaborators. The members of the Governing Body were well acquainted both with Mr. Kerr and with Mrs. Kerr. He proposed to express his deepest sympathy to Mrs. Kerr, both on his own behalf and on behalf of the directorate and on behalf of the staff of the Office on her great loss, and hoped that he might associate the Chairman and members of the Governing Body with this message of condolence.

The Chairman was sure that the Governing Body would wish to be associated with the expression of sympathy voiced by the Director-General and with the tribute he had paid to Mr. Kerr. The Governing Body would also wish to convey its sincere condolences to his family.

Sir Guildhaume Myrddin-Evans wished to associate his colleagues in the Government group with what had been said by the Director-General and the Chairman. The sudden death of Mr. Kerr, who only a few days earlier had been addressing the Financial and Administrative Committee on behalf of the Staff Union of the Office, was a great shock to all those who had known him and who had had the greatest admiration for his qualities and for the constant devotion and loyalty of both Mr. and Mrs. Kerr. Every member of the Governing Body individually had regarded them both as true friends, and he hoped that this message would be convened to Mrs. Kerr together with the sympathy of the Governing Body.

Mr. Waline said that all the members of the Employers' group were profoundly shocked by the sudden death of Mr. Kerr. They were deeply distressed by the great loss suffered by Mrs. Kerr and would express their sympathy individually, but they nevertheless associated themselves wholeheartedly with the remarks made by the Director-General, the Chairman and Sir Guildhaume Myrddin-Evans.

Mr. Jouhaux on behalf of the Workers' group fully endorsed what had been said by the previous speakers. His colleagues in the Workers' group had been associated with Mr. and Mrs. Kerr in a continuing work. He hoped that their sympathy would be a comfort to Mrs. Kerr in her grief.

The Chairman said that he would transmit the condolences of the three groups to Mrs. Kerr and he was sure that she would find comfort in these expressions of sympathy.

The Governing Body requested the Director-General to convey its sympathy to Mrs. Kerr on the sudden death of Mr. Cyril Kerr.

The sitting closed at 12.05 p.m.

F. García Oldini.
The Governing Body was composed as follows:

Chairman: Mr. García Oldini.

Mr. Abid Ali, Mr. Aftab Ali, Mr. Bergenström, Mr. Callea, Mr. Campanella, Mr. Delaney, Mr. Pochamps, Mr. Pennema, Mr. García Oldini, Mr. Ibáñez, Mr. Jouhaux, Mr. Kaisen, Mr. Malik, Mr. Monk, Mr. Montoya, Sir Guildhaume Myrdin-Evans, Mr. Orr, Mr. Paz, Mr. Pedrosa, Mr. Pons, Mr. Ramadier, Mr. Roberts, Mr. Shastrī, Mr. C. E. Shaw, Sir Richard Snedden, Mr. Sölven, Mr. Tuan, Mr. Waline, Mr. Williams, Mr. Wuori.

Absent: Mr. Esfandiary, Mr. de Souza e Silva.

Presentation of a Portrait of the Late Sir John Forbes Watson, Former Employers’ Vice-Chairman of the Governing Body

Mr. Waline thanked the Chairman of the Governing Body and the Director-General for convening this special sitting of the Governing Body so that he might present the I.L.O., on behalf of the International Organisation of Employers, with the portrait of Sir John Forbes Watson, who, until only a year ago had been Employers’ Vice-Chairman of the Governing Body and President of the International Organisation of Employers.

He recalled that on 25 November, exactly three months after Sir John’s death, the Governing Body had paid tribute to his great personality. The representatives of the three groups had joined with the Chairman of the Governing Body and with the Director-General in recalling the very varied traits which had made his character so attractive—his vigour, his tenacity, his ardent patriotism, his subtlety which could sometimes be malicious, his strict sense of fairness and his profound attachment to the principles of the I.L.O.

He would not repeat all these tributes, but would confine himself to expressing his satisfaction at the fact that it had been possible to organise this ceremonious presentation of Sir John Forbes Watson’s portrait during a session of the Conference. Speaking from the rostrum of the Conference from which Sir John himself had so often spoken, he recalled that Sir John had been Employers’ Vice-President of the Conference five times, an honour which he thought was unique in the history of the Organisation. Sir John had moreover represented the employers of his own country at the Conference for some 30 years from 1922 to 1952.

All those who had known Sir John would certainly be conscious of the void that his death had left in the Governing Body and the Conference. Sir John had been universally respected because he himself respected the opinions of others; in the course of one of his last speeches in the Conference, on 4 June 1952, he had emphasised that the I.L.O. was the champion of freedom of thought and of freedom of expression.

The Employers thought that the portrait of such a man, courageous in defending his views and faithful in honouring his commitments, should take its place in the International Labour Office among the portraits of other men from other lands who had all, like him, believed in the ideals of the Organisation.

The Chairman said that one of the most striking advantages of the tripartite character of the International Labour Organisation was the fact that it permitted the full and free development of the ideas and personality of those who took part in its debates. The aims and ideals of the I.L.O. could be viewed from several angles. It might well be held that there were different ways and means of maintaining the dignity of the workers, raising their standard of living and ensuring harmony among the peoples and peace among mankind. From the rostrum of the I.L.O. all these views, which were not always concordant, could be expressed with a freedom which resulted in frank and open discussion and ultimately, through the progressive refinement of ideas, led to a harmony of views which might at first have seemed unattainable.

In these oratorical tournaments Sir John Forbes Watson had been an exceptionally gifted fighter. During the First World War he had been an officer in the Royal Air Force and he had been familiar with the dizziness of height and speed and with the grandeur of danger in the sky. Having looked death in the face, he had learnt to appreciate the value and significance of life.

All this had helped to build up his special characteristics as a combative and direct man, clear-sighted and passionate, sure of himself and of his ideas.

As a good Scotsman, he had been proud of the characteristics of his race which constantly revealed themselves in the course of the discussions. He defended his cause with that confidence which is born of good faith. He believed in the truth of the ideas he defended and therefore hit his adversaries hard, although, as one of his admirers had said, he never wounded them.

His clear-sightedness was matched only by his mastery of the subjects with which he dealt and by his knowledge of the principles of dialectics and the rules of procedure, which gave his eloquence a definite direction and a direct impact on the minds of his hearers, whether they were friends or adversaries.
Although he identified himself with his group, as was only natural, he was friendly with everyone and prided himself on the excellent personal relations which he maintained with those who were bound to be his adversaries in the realm of ideas.

It could be said that he had devoted the best part of his life to the Organisation with which he had identified himself for 30 years and in the mission of which he had always had unwavering faith.

With his death part of the heroic age of the I.L.O. had also departed, but his memory would live on and the work of art which depicted his physical personality and which the Employers’ group, on behalf of the International Organisation of Employers, had today presented to the International Labour Office would show future generations that in the congregation of generous-minded men who formed the I.L.O. everyone, whether on the right, the centre or the left, fought with the same dignified arms and for the same ideal.

_The Director-General_ said that at its session in November 1952 the Governing Body had already afforded him an opportunity of paying tribute to Sir John Forbes Watson, but he was particularly glad to be able to say a few more words on the subject on this public occasion.

As Director-General he regarded it as a privilege to accept the custody of the portrait of Sir John Forbes Watson provided by the generosity of the International Organisation of Employers. The portrait would be hung in the I.L.O. building as a visible reminder of those who had known Sir John as a man who for many years had devoted his great energies and talents to the advance and progress of the Organisation. To those who came after, the portrait would show the likeness of one whose name was permanently inscribed in the history of the Organisation.

The present occasion took the form of a sitting of the Governing Body. It was indeed the Governing Body that had seen Sir John Forbes Watson most often and had known him best, but it was a happy coincidence that the sitting should be held during a session of the Conference and that members of the Conference should also be present. In the Conference, as in the Governing Body, Sir John had held a place which would never be forgotten. He had been the greatly admired leader of the Employers’ group, but he had also been more than that—his realistic approach to the problems of the I.L.O., his ability in debate, his unreserved devotion to the principles of free speech and universality, and his long practical experience had made him a counsellor of a unique kind who was always sure of a respectful hearing. In fact he had enjoyed the respect of every group and it was fitting that the three groups of the Governing Body and the Conference should be present to do honour to his memory and to join in this impressive ceremony.

The sitting closed at 12.20 p.m.

F. GARCÍA OLDINI.
The Governing Body was composed as follows:

Chairman: Mr. GARCÍA OLDINI.
Mr. A. GO, Mr. Abid ALI, Mr. Aftab ALI, Mr. BERGENSTRÖM, Mr. CALHEIROS LOPEZ, Mr. CAMPANELLA, Mr. DELANEY, Mr. DíAZ CASA-NUEVÁ, Mr. FAFCHAMPS, Mr. FARMAFARMAJÁN, Mr. FENNEMA, Mr. IBÁÑEZ, Mr. JOHAUX, Mr. KAISER, Mr. MALIK, Mr. MONK, Mr. MONToya, Sir GUILDAHAME MYRDDIN-EVANS, Mr. ORR, Mr. PAZ, Mr. PEDROSA, Mr. RAMADIER (replaced during part of the sitting by Mr. HAUCK), Mr. ROBERTs, Mr. SHASTRI, Mr. C. E. SHAW, Sir Richard SNADEdEN, Mr. SÖLVEN, Mr. DE SOUZA E SILVA, Mr. TUAN, Mr. WAllINE, Mr. WILLIAMS, Mr. WUORI.

Opening of the Sitting
The Chairman informed the Governing Body of the presence of Mr. Idelbrando Bisaglia, Chairman of the Social Legislation Commission of the Chamber of Deputies of Brazil. On behalf of the Governing Body he expressed gratification at Mr. Idelbrando Bisaglia's presence and at the personal interest that he took in its proceedings.

Sixth Item on the Agenda
Reports of the Financial and Administrative Committee (continued)

Second Report
Mr. Ramadier noted that according to the sketch-plan which had been circulated the Governing Body Room was to be lengthened without being widened. He wondered what the effects of this alteration would be on the acoustics and expressed the fear that the Governing Body might be permanently condemned to the use of telephonic interpretation.

The Director-General said that the architect had given the fullest assurance that the acoustics would be improved rather than impaired.

Sir GUILDAHAME MYRDDIN-EVANS referred to the statement in paragraph 6 (b) of the report that the balances in certain funds available amounted to $176,621.99. The report of the Building Subcommittee itself showed how these funds were made up and indicated, in paragraph 11 (b) of that report, that they included a sum of $65,000 resulting from the sale of the North Hills property. He had understood that when the Governing Body had decided to set aside the proceeds of the sale of that property it had been for the purpose of purchasing a property in Manhattan to replace North Hills as the New York Office of the Organisation. In the meanwhile, however, it had been decided not to buy a property in Manhattan but to rent office space in a building in New York.

To the best of his knowledge there had been no decision to place this sum of $65,000 in the Building and Accommodation Fund, and he therefore thought that the Governing Body should now take a formal decision to appropriate this money for the present purpose. He did not wish to raise any objection at the present stage to the method proposed for financing the extension of the Governing Body Room, but thought that it was important to draw attention to the point so that the proper procedure might be adopted in future.

The Director-General said that at its 109th Session the Governing Body had authorised him to credit to a special Building and Accommodation Fund the payments received by the Office from the sale of various properties. While, therefore, a decision had been taken to pay these amounts into the Fund, Sir GUILDAHAME had been correct in stating that the money was intended for the purchase of property in New York. It was accordingly for the Governing Body to decide now whether the sum credited to the Building and Accommodation Fund could be used for the extension of the Governing Body Room.

Mr. Roberts formally proposed that the sum of $65,000 in question should be used for the purpose of extending the Governing Body Room.

Sir GUILDAHAME MYRDDIN-EVANS accepted this proposal.

The Governing Body decided unanimously to authorise the Director-General to use the sum of $65,000 derived from the sale of the North Hills property and paid into the Building and Accommodation Fund for the purpose of financing the extension of the Governing Body Room.

By 21 votes to 8 the Governing Body approved the proposal concerning the extension of the Governing Body Room contained in paragraph 6 of the second report of the Financial and Administrative Committee.

Payments under Article 18 (3) of the Financial Regulations.

The Governing Body approved the proposals in paragraph 8 of the second report of the Financial and Administrative Committee.

Request of the International Telecommunication Union concerning the Administrative Tribunal of the International Labour Organisation.

The Governing Body approved the application of the Statute of the Administrative Tribunal to the International Telecommunication Union in accordance with paragraph 5 of Article II of that Statute.
Eleventh Item on the Agenda
Reports of the International Organisations Committee (continued)

Second Report

Report of the Ad Hoc Committee on Forced Labour.

Sir Guildhaume Myrddin-Evans, Chairman of the Committee, drew attention to two omissions in paragraphs 2-5 of the report which were due to the speed at which the report had had to be prepared.

In the course of the discussion in the Committee the United States Government representative had expressed a preference for postponing consideration of the report of the Ad Hoc Committee on Forced Labour until the November Session of the Governing Body.

Secondly, the United States representative had also called attention to the fact that it was desirable to refer to the procedure normally adopted in matters which concerned both the United Nations and the I.L.O., namely that the Director-General, in formulating proposals for submission to the Governing Body at its 123rd Session, should keep in touch with the Secretary-General of the United Nations.

Both these points should have been included in the report.

The Governing Body took note of the additions to the report indicated by Sir Guildhaume Myrddin-Evans.

Mr. Delaney said that several members of the Committee had emphasised that its conclusions in respect of the report of the Ad Hoc Committee on Forced Labour did not in any way imply the approval or disapproval of the members of the Committee in respect of the conclusions contained in that report. He thought that this point should have been made clear in the report of the International Organisations Committee.

The report of the Ad Hoc Committee on Forced Labour was so long that none of the members of the Committee had had the opportunity to examine it sufficiently to form an objective view of its findings. The Committee would not therefore be in a position to express its views on these findings until a later stage.

The Chairman said that the Governing Body would take note of Mr. Delaney’s remarks and would consider at a later stage how to give practical effect to them.

Mr. Waline supported Mr. Delaney’s remarks and pointed out further that in paragraph 5 (c) of the report the Director-General was invited to place before the Governing Body at its next session appropriate proposals relating to the recommendations of the Ad Hoc Committee on Forced Labour. He considered that the members of the Committee had taken this to mean that the Director-General would submit at the next session a statement with regard to the manner in which certain recommendations in the report that the Committee had not had time to examine could be put into effect. The words “appropriate proposals relating to these recommendations” should not be interpreted as implying that certain recommendations which the Committee had not had time to examine should be taken into considera-

At the next session the Director-General might point out the difficulties involved in applying some of these recommendations made by the Ad Hoc Committee on Forced Labour if the Governing Body were to decide to adopt them. For the time being, however, the Governing Body was not prepared to commit itself any further.

Mr. Kaiser thought that all the members of the Governing Body would agree with the comments made by Mr. Delaney and Mr. Waline. He pointed out that in paragraph 5 (b) of the report the Governing Body was merely invited to take note of the report of the Ad Hoc Committee, and he did not think that this involved any commitment with respect to the conclusions contained in the report.

Mr. Ramadier asked the Director-General, when preparing the report mentioned in paragraph 5 (c), to consider whether the facts noted in the report of the Ad Hoc Committee indicated the violation of any ratified Convention.

The Governing Body took note of this observation.

Sir Guildhaume Myrddin-Evans emphasised that subparagraphs (a), (b) and (c) of paragraph 5 had been specifically drafted in the terms in which they appeared in order to meet the points raised by Mr. Delaney and Mr. Waline, and the original conclusions submitted to the Committee had in fact been substantially modified in order to make those points clear. That being so he had not thought it necessary to say explicitly in the report what had now been stated by Mr. Delaney and Mr. Waline. Their observations had, however, made the situation quite clear, namely that no member of the Committee or of the Governing Body was committed in any way to any one of the recommendations contained in the report of the Ad Hoc Committee on Forced Labour.

Mr. Delaney would be satisfied if his observations were placed on record in the minutes.

The Governing Body approved paragraphs 4 and 5 of the second report of the International Organisations Committee, on the understanding that in taking note of the report of the Ad Hoc Committee on Forced Labour the Governing Body reserved its position entirely with regard to the conclusions contained in that report.

Agreement concerning Collaboration between the International Labour Organisation and the European Coal and Steel Community.

The Governing Body approved the changes of form made by the High Authority in the agreement between the I.L.O. and the European Coal and Steel Community.

Full Employment.

The Governing Body authorised the Director-General to include in the brief for the I.L.O. representative to the Economic and Social Council the points listed in paragraph 11 of the report.

Programme of Concerted Practical Action in the Social Field of the United Nations and Specialised Agencies.

Mr. Hauck asked the Director-General, when briefing the I.L.O. representatives to the coming session of the Economic and Social Council, to have full regard to paragraphs 16 to 18 of the
second report of the International Organisations Committee, and in particular to emphasise the desire of the I.L.O. to make the fullest possible contribution to the carrying out of the programme of concerted action, as it had already done in the preparation of the World Social Survey and of the programme of concerted action.

The Chairman said that the Director-General would certainly have regard to these paragraphs of the report.

The Governing Body approved the conclusions contained in paragraphs 16 to 18 of the report.

The Governing Body authorised the Director-General to consider the possibility of reprinting separately the chapters contributed by the I.L.O. to the Programme of Concerted Practical Action in order to give them wider publicity and, if this proved feasible, to make appropriate proposals to the Governing Body.

TWELFTH ITEM ON THE AGENDA
Reports of the Committee on Freedom of Association

Seventh Report

I. Introduction.

The Governing Body took note of the situation in regard to the five cases which were still before the Committee (paragraph 12 of the report).

II. Cases which the Committee Recommends Should Be Dismissed.

The Governing Body approved the recommendations of the Committee concerning Case No. 52 (Free Territory of Trieste, paragraph 31 of the report) and Case No. 56 (Uruguay, paragraphs 69 and 70 of the report).

Ninth Report

Mr. Kaiser, on behalf of the United States Government, proposed that consideration of this report should be postponed until the next session of the Governing Body. The matters contained in the report were of the highest importance in relation to the effective functioning of the Committee on Freedom of Association. The members of the Governing Body had not had sufficient time to examine these proposals and the governments would also wish to have time to consider them fully.

Mr. Jouhaux pointed out that the question under consideration had been on the agenda of the Governing Body for several years and that all the arguments set forth in the report had already been put forward on various previous occasions. The members of the Governing Body and the governments were therefore fully informed on this problem, which was the touchstone of the effectiveness of the I.L.O.'s action to ensure the enforcement of the right of freedom of association. He wondered whether an attempt was being made to side track the discussion by making it appear that the governments were not fully informed of all the factors involved. As different arguments would probably be raised whenever the question was reopened the matter could be postponed indefinitely on the ground that governments would require to be informed of these new arguments.

In any event, he urged that if the Governing Body agreed to the adjournment it should be for the last time and that a decision should be taken at the next session.

Sir Guildhaume Myrdad-Evans supported Mr. Kaiser's request for postponement. On a number of the matters raised in the report agreement could probably be reached immediately, but there were other very important questions which needed the most careful consideration by governments. He had no doubt that that examination could be completed by November and that the Governing Body would then be in a position to come to definite conclusions on the proposals for the revised procedure. For the time being however, the Governing Body was not in a position to take a considered decision.

Mr. Waline also supported the proposal for postponement. As a member of the Committee on Freedom of Association he accepted his share of responsibility for the report, but that report nevertheless raised a series of questions which the members of the Employers' group would wish to consider in detail before they came up for discussion in the Governing Body.

Mr. Roberts said that the Workers' group had been dissatisfied with the procedure of the Committee on Freedom of Association for the past 18 months. The present report contained proposals designed to improve the procedure which the Committee had unanimously agreed to recommend. In view of the weight of opinion in the Governing Body in favour of adjournment the Workers' group would reluctantly agree to postpone the matter until the next session, but reserved its right to introduce fresh recommendations at that time.

Mr. Jouhaux emphasised that the Workers' group would agree to postponement only if it were clearly understood that a decision would be taken at the next session and that there would be no further adjournment.

Mr. Kaiser was prepared to accept that condition. On the other hand, if new proposals were introduced as Mr. Roberts had suggested, it was possible that his Government might find it necessary again to ask for sufficient time to consider them.

Mr. Roberts explained that the Workers' group did not necessarily intend to introduce fresh proposals but merely reserved its right to put forward fresh arguments or suggestions which would not prejudice a decision on the document now before the Governing Body.

The Governing Body adjourned to its 123rd Session discussion of the ninth report of the Committee on Freedom of Association, containing proposals concerning the procedure for the preliminary examination of complaints regarding alleged infringements of freedom of association, on the understanding that a firm decision on the matter would be taken at that session.
FOURTEENTH ITEM ON THE AGENDA

Report of the Director-General (continued)

EIGHTH SUPPLEMENTARY REPORT

Conditions of Work in the Fishing Industry

Mr. Williams, while appreciating that this question had been under consideration for some time, and that the Office had circulated questionnaires to governments, nevertheless suggested that a decision concerning the setting up of a tripartite committee of experts on fishing questions should be postponed until the 123rd Session. The Canadian Government wished to have additional information on the views of the governments which had replied to the questionnaire circulated in 1952.

Sir Richard Snedden seconded Mr. Williams’s proposal and pointed out that the document had been distributed to the members of the Governing Body only on the previous day.

Mr. Roberts said that the Workers considered that this question, which had been under consideration for a very long time, should be settled without further delay. As, however, both the Government group and the Employers’ group appeared to be in favour of postponement, the Workers would agree on condition that it was specifically agreed that a firm decision would be taken on the matter at the 123rd Session.

Sir Guildhaume Myrddin-Evans supported Mr. Roberts’s proposal. He pointed out that in paragraph 2 of the document reference was made to a questionnaire sent out by the Director-General to 56 States Members in 1952, and that the replies of the governments were summarised in a few lines. In order that the Governing Body might be in a position to take a decision at its next session in full knowledge of the facts it would be necessary for more detailed information to be supplied in regard to the replies of governments to the questionnaire.

Mr. Waline supported Sir Guildhaume’s remarks. In addition he pointed out that in paragraph 6 of the report the Governing Body was asked to determine the terms of reference of the committee of experts on the basis of wholly inadequate information. In order to be able to choose between the two alternatives submitted, the Governing Body would need to know the views of the governments which had replied to the questionnaire, and he therefore asked the Director-General to supply the Governing Body with additional information on this point before the 123rd Session.

The Director-General said that the reason why the document laid before the Governing Body was brief was that it had seemed preferable not to submit a long report which the members of the Governing Body might not have time to read during the Conference. However, all the necessary information was available and he would lay the full details before the Governing Body at its 123rd Session as a basis for a final decision.

Mr. Malik expressed the wish that the document to be submitted to the 123rd Session should also cover the financial implications to which reference was made in paragraph 8 of the report.

Sir Richard Snedden asked that the documents prepared for the 123rd Session should be circulated to the members of the Governing Body in good time before the session. The Employers’ members were responsible for consulting their colleagues in their own countries. On recent occasions bulky documents had been distributed at the last moment so that there had been no time to consider them fully. He urged that wherever possible the documents should be circulated in time for the necessary consultations to be undertaken.

Mr. Roberts pointed out that if the Office had more staff it would no doubt be able to prepare the documents earlier.

The Governing Body decided to postpone to its 123rd Session consideration of the eighth supplementary report of the Director-General, on the understanding that a firm decision on the matter would be taken at that session.

It was agreed that the Director-General would distribute to the Governing Body before the 123rd Session—

(a) fuller information concerning the replies of governments to the questionnaire mentioned in paragraph 2 of the report; and

(b) details of the precise cost of financing the proposals and of the manner of meeting such cost.

THIRTEENTH ITEM ON THE AGENDA

Composition of Committees (continued) 1

First Supplementary Note

The Governing Body approved, for a period of three years, the appointments and reappointments proposed in this note for the Correspondence Committee on Co-operation, the Committee of Experts on Indigenous Labour and the Correspondence Committee on Occupational Safety and Health.

Second Supplementary Note

The Governing Body approved, for a period of three years, the new appointments proposed in this note for the Correspondence Committee on Co-operation.

FOURTEENTH ITEM ON THE AGENDA

Report of the Director-General (continued)

THIRD SUPPLEMENTARY REPORT (continued)

Meeting of Experts on Systems of Payment by Results in the Construction Industry (Supplementary Note 1)

Sir Guildhaume Myrddin-Evans proposed that the request of the International Federation of Christian Trade Unions to be represented at this meeting should be refused.

1 See above, Minutes of the Second Sitting, p. 26; the Third Supplementary Note was discussed during the Sixth Sitting, p. 57.

2 See above, Minutes of the Third Sitting, p. 33.
Mr. Eggermann, observer representing the International Federation of Christian Trade Unions, drew attention to the fact that his organisation had asked permission for its representative to speak on this subject.

Mr. Waline pointed out that under the Standing Orders a representative of an international non-governmental organisation could speak only if authorised to do so by the Chairman in agreement with the Vice-Chairmen of the Governing Body.

Mr. Roberts agreed that the Standing Orders must be observed; he thought, however, that in the present case Mr. Eggermann would be able to give an explanation that would be satisfactory to the Governing Body, and he therefore suggested that he should be authorised to make a statement.

Mr. Waline did not object to allowing Mr. Eggermann to speak in this particular case. He emphasised, however, that there could be no question of allowing a representative of an international non-governmental organisation to speak whenever any such organisation had sent a communication to the Governing Body.

The Chairman, after consulting the two Vice-Chairmen, authorised Mr. Eggermann to address the Governing Body.

Mr. Eggermann thanked the Chairman and recalled that two days earlier he had submitted a request to be allowed to make a statement in the Governing Body.

For purely material reasons it had been impossible for the application by the International Federation of Christian Trade Unions, submitted in accordance with its consultative status in relation to the I.L.O., to be discussed at the same time as the applications made by other organisations. On several previous occasions his organisation had indicated to the Governing Body the importance attached to the representation of the big international workers' organisations at proceedings of the I.L.O., and the Secretary-General of the I.F.C.T.U. had again stressed this question in his speech at the Conference. Without prejudice to any decision which the Governing Body might see fit to take in the present case, the I.F.C.T.U. intended to follow closely the work of the Meeting of Experts on Systems of Payment by Results in the Construction Industry. He had been under the impression that the I.F.C.T.U. was prepared to withdraw its request for representation. In any case he now formally proposed that the Governing Body should refuse that request, in conformity with the decision already taken that no observers should be authorised to attend this meeting.

Mr. Waline supported the proposal made by Mr. Roberts. The Governing Body should be consistent in its attitude to this question.

The Chairman thought that the three groups were agreed that in the interests of consistency in the decisions of the Governing Body the request of the I.F.C.T.U. should be refused.

The Governing Body decided not to grant the request of the International Federation of Christian Trade Unions to be represented by an observer at the Meeting of Experts on Systems of Payment by Results in the Construction Industry.

SIXTH AND TENTH SUPPLEMENTARY REPORTS

Proposed Meeting of a Panel of the Correspondence Committee on Co-operation, and
Supplementary Note

Mr. C. E. Shaw noted that the tenth supplementary report set forth the reasons for which the proposed meeting was considered desirable. He himself held the view that only in very unusual circumstances should members of correspondence committees be consulted otherwise than by correspondence.

Mr. Roberts drew attention to the fact that the Financial and Administrative Committee had decided to provide for this meeting in the 1953 budget and had in fact fixed the number of members who should be convened to it. He could not agree with Mr. Shaw's view that members of correspondence committees should be consulted only by correspondence. It was a well-known fact that correspondence committees frequently reached a stage in their work at which it was essential for some of their members to meet in order to discuss past developments and the action that should be taken in the future.

The Governing Body had agreed on previous occasions that the question of co-operation was of fundamental importance both to the Organisation and to the populations in the various countries concerned. The Workers' group believed that the time had come for a meeting of the Correspondence Committee on Co-operation to be called. Such a meeting could do nothing but good, and regarding the participation of non-governmental international organisations in the proceedings of the Governing Body and its various committees.
in view of the fact that financial provision for it existed in the budget he did not see why there should be any opposition to the proposal.

Mr. Waline noted that, as Mr. Roberts had pointed out, paragraph 3 of the report stated that the Financial and Administrative Committee had fixed the number of members of the Correspondence Committee on Co-operation who might be convened in 1953 at the figure 12. In his view it was for the Governing Body itself to take a decision on such matters, the function of the Financial and Administrative Committee was merely to suggest the financial arrangements whereby the decisions of the Governing Body could be applied, and not to express any views merely on the soundness of the reasons given in support of the proposal to convene one meeting or another.

He recognised that on several occasions in the past, meetings of selected members of the Correspondence Committee on Occupational Safety and Health, for instance, had been convened for the purpose of obtaining advice which it would have been difficult to secure by correspondence. In the present case, however, he wondered what purpose the proposed meeting would serve, since the agenda appeared to cover practically all the problems to co-operation, and he did not believe that the items suggested could be regarded as specific problems requiring any exchange of views which could not be carried out by correspondence.

Mr. Ramadier said that the Governing Body might, of course, decide to have recourse to a meeting of a committee of experts to consider the problem of co-operation as a whole, but a meeting of that kind would certainly be more costly than a meeting of a small group of members of the existing Correspondence Committee. Furthermore, the members of the Correspondence Committee had been in contact with the Office and with each other for some time and had already made a study of the problems at issue, a fact which would simplify the work of the meeting. In these circumstances he thought that the proposal made by the Director-General was fully justified.

It was true that, as Mr. Waline had pointed out, a decision of the Financial and Administrative Committee could not take the place of a decision of the Governing Body. He pointed out, however, that when the Governing Body was required to deal with a specific question it was often argued that no decision could be taken until the financial implications had been explored, and the matter was then referred to the Financial and Administrative Committee for prior consideration. In the present case the financial implications of the question had already been dealt with and the Governing Body was in a position to take a firm decision.

In fact the proposed agenda did not by any means cover all the problems connected with the working of co-operative societies. To the best of his knowledge it was the first time that it had been proposed to deal in an I.L.O. meeting with the difficult question of co-operative legislation, for which no satisfactory solution had yet been found in any country. By comparing experience in the various countries the experts might perhaps be able to lay down standards capable of practical application. The other questions proposed for the agenda would afford an opportunity of comparing developments in Europe or America with the methods adopted in other countries where co-operation was of more recent growth and had developed on new lines under the stimulus of a large measure of government assistance. A great deal of attention needed to be given to the problems of the co-operative movement in the underdeveloped countries, and it would in fact be useful to compare this latter form of co-operation, which was initiated somewhat artificially by government action, with the working of co-operative organisations set up by private enterprise, in many cases by the workers themselves.

He thought that it was essential for the Office to study co-operative problems in order to prevent co-operative organisations in certain countries from developing along lines which had nothing in common with true co-operative enterprise.

Sir Guildhaume Myrddin-Evans recalled that the Governing Body had postponed its decision on this matter at the beginning of the session in order that the Director-General might provide more information concerning the need for a meeting of a Panel of the Correspondence Committee on Co-operation. In the light of the information now supplied in the supplementary report of the Governing Body, and also in view of the remarks made by Mr. Roberts, the United Kingdom Government was now prepared to agree that the proposed meeting should be convened during the present year.

With regard to the agenda proposed for the meeting, he differed from Mr. Ramadier in doubting the value of the second item, relating to co-operative legislation, and he was also not fully convinced of the usefulness of a study of the fourth item, concerning inter-co-operative relations. He therefore suggested that the Governing Body should approve the calling of the proposed meeting and that the agenda should be confined to items 1 and 3, and possibly item 4, of the agenda proposed in paragraph 2 of the sixth supplementary report.

Mr. Allab Ali said that the Workers' group, and particularly those of its members who came from underdeveloped countries, considered co-operation to be a most important subject in connection with which the I.L.O. could render real assistance to the underdeveloped countries. He congratulated the Director-General on the proposals he had submitted to the Governing Body. In countries in which price control was nonexistent, or highly defective, co-operative societies were the only means by which the workers could protect themselves against excessive prices. It was understandable that the subject of co-operation was not very welcome to the capitalists, but the Governing Body ought to concern itself primarily with social justice and this was one field in which the I.L.O. could take effective action to achieve its objectives in the Asian and other underdeveloped countries.

With regard to the proposed agenda, he considered that the second item, namely co-operative legislation, was an extremely important one. Co-operative legislation in many of the Asian countries, and particularly in Pakistan, was defective and a discussion on the subject would be extremely useful.

The Deputy Director-General, replying to Mr. Waline, explained that the Committee in question...
was primarily a correspondence committee and that the appropriate section of the Office was in continuous correspondence with most of its members. Nevertheless, there were times when the advice required by the Office could not be procured by correspondence. That appeared to be the case at present since it had been observed in carrying out the technical assistance programme that problems connected with co-operatives and handicrafts came immediately after manpower problems in order of priority so far as the countries of Asia, the Near and Middle East, and Latin America were concerned. The appropriate technical section of the Office, which was extremely small, was trying to follow developments in the field of co-operation throughout the world by means of correspondence, but at the present time a consultation of fully qualified experts appeared necessary with regard to several problems in order to assist the Office in its technical assistance activities in the field of co-operation.

He hoped that Sir Guildhaume Myrddin-Evans would not press his proposal to delete the second item on the proposed agenda, because most of the governments of underdeveloped countries which requested technical assistance in the field of co-operation were urging the Office to help them to draft appropriate legislation which would allow of the development of the co-operative movement. The Office had assembled a fairly full collection of documents for the purpose of undertaking a comparison of the various existing laws, but it had been found that these laws were far from consistent with each other, that some points needed clarifying, and that it was necessary to consult experts in order to ascertain what legislative measures could be taken as a guide in briefing I.L.O. technical assistance experts. It was clear, therefore, that the inclusion of the second item in the agenda would meet an eminently practical need.

Mr. Roberts was obliged to Mr. Waline for pointing out that it was not the function of the Financial and Administrative Committee to determine the programme of activities of the I.L.O. The Workers' group had often had occasion to protest against the tendency of the Financial and Administrative Committee to try to restrict the activities of the Office by budgetary methods. He hoped that when budgetary matters were under discussion in the future Mr. Waline would bear in mind his own comments on this particular occasion.

Mr. Malik said that he came from a part of the world where co-operation was an essential need. It was very difficult for underdeveloped countries and for small countries to adopt policies similar to those which could be followed in the economically advanced countries, and he was convinced that the only solution for the financial difficulties of the underdeveloped and small countries lay in the adoption of co-operative measures. He urged that the item relating to co-operative legislation should be retained on the agenda because the stage of development of such legislation was very different in the advanced countries and in the underdeveloped countries. The exchange of views might well produce conclusions which would lead to an improvement in co-operative legislation, particularly in the underdeveloped countries. It should be remembered, moreover, that any conclusions which the meeting might reach would not be binding on the States Members and that it would be for the Governing Body itself to take a decision on the manner in which any recommendations made should be applied.

He hoped that the Governing Body would adopt the proposals put before it which would help to develop still further the assistance that the Office could render to many countries in the field of co-operation.

Mr. González Barros supported the remarks made by the Deputy Director-General and by Mr. Malik. The proposed meeting would be most useful to the underdeveloped countries. His own country, among others, had asked the I.L.O. for technical assistance in the field of co-operative legislation.

Mr. Montoya also supported the arguments put forward in support of the proposals which were before the Governing Body. In particular, he was in favour of the adoption of the proposed agenda, including the second item which appeared to him to meet the needs of a number of countries.

Mr. Díaz Casanueva also supported the proposal to hold this meeting and thanked the Deputy Director-General for the useful explanation he had given. He was convinced that a comparative study of co-operative legislation would promote the development of the co-operative movement in general and help to solve many economic and social problems, particularly in the underdeveloped countries.

Sir Guildhaume Myrddin-Evans, replying to a question put by the Chairman, said that he had objected to the proposed agenda mainly on the ground that it appeared to be too heavy. He thought that the first item proposed would in itself have been sufficient for a meeting of limited duration. However, in view of the opinions expressed in different parts of the Governing Body, he would not press his suggestion to delete items II and IV, although he still did not understand the meaning of the term "inter-co-operative relations".

By 21 votes to 7, with 1 abstention, the Governing Body approved the proposals contained in the sixth supplementary report of the Director-General concerning the convocation, composition and agenda of a meeting of a panel of members of the Correspondence Committee on Co-operation.

The Governing Body took note of the information contained in the tenth supplementary report of the Director-General.

The sitting closed at 1 p.m.

F. García Oldini.
MINUTES OF THE SIXTH SITTING

(Friday, 26 June 1953—3.20 p.m.)

The Governing Body was composed as follows:

Chairman: Mr. García Oldini.

Mr. Aho, Mr. Abid Ali, Mr. Aftab Ali, Mr. Bellingham-Smith, Mr. Bergenström, Mr. Calheiros Lopes, Mr. Campanella, Mr. Delaney, Mr. Díaz Casanueva, Mr. Fafchamps, Mr. Farman-Farmaían, Mr. Fennema, Mr. Ibáñez, Mr. Jouhaux, Mr. Kaiser (replaced during part of the sitting by Mr. Zempel), Mr. Malik, Mr. Monk, Mr. Montoya, Sir Guildhaume Myrdind-Evans (replaced during part of the sitting by Mr. Tennant), Mr. Orr, Mr. Paz, Mr. Pedrosa, Mr. Ramadier, Mr. Roberts, Mr. Shastri, Mr. C. E. Shaw, Mr. Sólven, Mr. de Souza e Silva, Mr. Tuan, Mr. Waline, Mr. Williams, Mr. Wuori.

FOURTEENTH ITEM ON THE AGENDA
Report of the Director-General (continued)

FOURTH SUPPLEMENTARY REPORT
Survey of Migration Activities

Mr. Monk understood that as a result of recent discussions between the I.L.O. and the Intergovernmental Committee for European Migration an agreement had been reached as to the respective fields of operation of the two organisations. He asked the Director-General for a report on these discussions.

The Director-General said that he had had conversations with Mr. Gibson, Director of I.C.E.M., but that further discussions were contemplated with a view to settling various points which had been raised. The matters discussed had been the problems concerning migration with which both organisations were confronted, the area of co-operation which had already been agreed upon, the projects in which the two organisations were jointly engaged and the points on which agreement was still pending. As these conversations had been held just before the beginning of the 36th Session of the Conference it had not been possible to conclude them, but they would be resumed as soon as possible.

The conversations had been conducted in the most cordial and harmonious atmosphere and an effort had been made on both sides to ascertain exactly what the two organisations could do together to solve the problem of surplus population. The Director of I.C.E.M., Mr. Gibson, had been anxious not to do anything to impinge on the work of the I.L.O. and to avoid any duplication of the activities of the two organisations. Full agreement had been reached on these important administrative principles. On the other hand, the Director-General had made it clear to Mr. Gibson that I.C.E.M. having now begun to function, he could be assured of the continued co-operation of the I.L.O. and that the latter would take no steps that might interfere with the transport responsibilities which governments had placed in the hands of I.C.E.M. and would do everything possible to facilitate its task in this field.

One important problem remained for further discussion, however. Mr. Gibson had recognised that from a long-term point of view there could be no question about the competence of the I.L.O. in the manpower field; the I.L.O.'s activities in this field as part of its regular competence were necessary for the effective carrying out of his own mission. On the other hand, Mr. Gibson found that from a short-term point of view the I.L.O. had not the financial resources necessary to deal fully on a day-to-day basis with the manpower aspects of migration on which he desired its co-operation, namely in the fields of vocational training, employment service and information, which were vital to the mission of I.C.E.M. and were clearly within the competence of the I.L.O. It remained to be seen, therefore, how the long-term and short-term activities of the I.L.O. could be reconciled with the short-term requirements of I.C.E.M.

While he would continue to explore the problem with Mr. Gibson and to make every effort to arrive at a solution, it was essentially one of co-ordination between governments and within governments. If governments were to give the I.L.O. the necessary financial resources to do the work fully, it could be done immediately without difficulty and without duplication. Failing such resources, however, I.C.E.M. might have to use some of its existing funds to do the work for which the I.L.O. should normally be responsible.

He hoped that these explanations would clarify the present position. He wished to emphasise that he had not yet reached an agreement with Mr. Gibson with regard to the respective activities of the two organisations except in connection with certain specific projects which were already being carried out and the manner in which effective co-operative action could be secured remained to be determined.

Mr. Monk thanked the Director-General for the explanations he had given which showed very clearly the limitations placed upon the I.L.O. in this field by the shortage of financial resources.

He noted that it was stated in the Preamble to the draft constitution of I.C.E.M. that "international financing of European emigration would not only contribute to solving the problem of population in Europe but may also stimulate the creation of new economic opportunities in countries lacking manpower." While he appreciated that the constitutions of international organisations were often loosely worded, the
question nevertheless arose as to what was to be done by the various countries of the world to promote migration movements. Some governments tended to tell the governments of other countries that they must accept the surplus population of other regions, but such governments should also take upon themselves certain responsibilities and should help to provide the necessary financial means to enable the receiving countries to take the action they suggested.

He pointed out that during the past five years Australia had taken in 720,000 immigrants, a figure which was higher than the corresponding figures at the height of the migration movement to the United States. Australia had found that this immigration had added to the inflationary trend and had created problems in respect of such matters as transport, education facilities, and hospitalisation, which involved a financial charge on the country. Australia had quite rightly, and at the instigation of the trade union movement, accorded to any person arriving in Australia the same social benefits as were received by an Australian worker.

With reference to paragraph 2 of article 1 of the draft constitution, which stated that “in carrying out its functions, the Committee shall conform to the policies of the emigration and immigration countries concerned”, he emphasised again that it was for the receiving country to determine its own capacity for receiving immigrants. While Australia had probably done more than any other country in this respect having regard to the size of its population, the fact remained that it was Australia’s right to determine for itself how many immigrants it was prepared to accept.

In paragraph 2 of article 27 of the draft constitution it was stated: “The Committee may invite any international organisation, governmental or non-governmental, concerned with migration or refugees to be represented at the meeting of the Council under conditions prescribed by the Council”. He wished to emphasise, as he had done on previous occasions, that although he himself came from an immigration country he thought it necessary that emigration countries should have an equal opportunity of making their views heard, a view which was strengthened by his own experience during the operation of the I.L.O. Permanent Migration Committee, which he had attended as Workers’ representative. He therefore urged that in any future discussions the Director-General should emphasise the need for representation of both emigration and immigration countries at all meetings held under the auspices of I.C.E.M. It might well be that the views of these two groups of countries would often clash but it was nevertheless necessary that those views should be expressed and he asked that this consideration should be borne in mind in connection with the application of paragraph 2 of article 27 of the draft constitution.

Mr. Delaney thought that in the light of the Director-General’s account of his negotiations with Mr. Gibson the Workers’ group might be satisfied that the Director-General would safeguard the jurisdiction of the I.L.O. in respect of activities in the field of migration.

The Workers regretted that the I.L.O. had not been provided with sufficient funds to undertake the responsibility of migration activities because although a new organisation had been set up it seemed doubtful whether it would be able to cope with the very serious problem of surplus manpower in European countries. The Workers hoped that the I.L.O. would continue to render such services as it could to the new organisation so that effective results might be achieved.

Mr. Montoya thanked the Director-General for the information he had given the Governing Body and assured him that he could count on the support of the Government of Venezuela in his conversations, both past and future, with I.C.E.M. as to the part that the I.L.O. should play in the field of migration.

Referring to the statement concerning Venezuela in paragraph 20 of the fourth supplementary report of the Director-General, he wished to correct a possible misapprehension. From the terms of that paragraph it might be implied that the very useful mission which was to visit Venezuela would be required to make recommendations concerning the development of immigration policy, whereas in fact what the Venezuelan Government desired was that the mission should study the present and future effects of immigration on the general manpower situation in Venezuela. He therefore suggested that at the end of paragraph 20 the words “and immigration” should be replaced by the following: “and on the effects that immigration, which is encouraged by the Government, has had and is likely to have on the manpower situation in Venezuela.”

This amendment would clarify the services that his Government expected of the mission, which would be warmly received in Venezuela because of its importance not only to that country but to the whole region of Latin America.

Mr. Roberts said that the Workers’ group viewed with concern the purposes and functions of I.C.E.M. as set out in the draft constitution. Article 1(b) of the draft constitution, in particular, stated that one of the aims and functions of I.C.E.M. was “to promote the increase of the volume of migration from Europe by providing, at the request of and in agreement with the governments concerned, services in the processing, reception and first placement of migrants which other international organisations are not in a position to supply”. He drew particular attention to the last few words, which seemed to the Workers to imply a decision that I.C.E.M. should move into the field of competence of the I.L.O. and should do the normal work of the I.L.O. which the latter could not carry out for lack of funds, that being apparently the only reason why I.C.E.M. was to undertake the I.L.O.’s functions.

This was an extremely serious situation. In the course of the past three years the Workers had expressed the greatest interest in the question of migration; long before the Naples Conference they had pointed out that both immigration and emigration were of direct interest to the workers and that the views of their organisations should be taken fully into account both in immigration and emigration countries, since only by that method could the problem of migration be solved in a satisfactory manner. It now appeared that migration activities were to be carried out by I.C.E.M., an organisation in which the workers had no representation and could not make their
voice heard. On behalf of the Workers he wished
to draw the particular attention of governments
to this position and to express the hope that they
would give serious consideration to providing the
I.L.O. with the funds necessary to carry out the
work that lay within its competence. It was
essential that other international organisations
should not be set up to supersede the I.L.O. in
its essential functions.

The Workers' group could not accept para-
graph (b) of article 1 of the draft Constitution,
to which it had the most serious objections.

Sir Guildhaume Myrddin-Evans was glad that
Mr. Roberts had raised this point because it must
be clear to every member of the Governing Body
that if the I.L.O. were to pass over this sub-
paragraph without protest it would mean that it
was prepared to surrender completely what had
previously been considered a matter within its
jurisdiction.

The Director-General's remarks had carried a
certain inference in regard to this paragraph when
he had referred to short-term and long-term
policies. The truth was, however, that if, as
seemed likely, the draft constitution of I.C.E.M.
was approved in October, the I.L.O. would have
lost not only in regard to short-term policies but
in regard to long-term policies as well because
paragraph 1 (b) clearly established I.C.E.M. in
the international field as the organisation which
was competent to deal with this particular aspect
of migration policy.

Personally, he had never believed that any
other organisation was as well fitted as the I.L.O.
to deal with these matters and he regarded it as
a tragedy that a completely new organisation
should have been entrusted with the duties which
for so long had been within the field of competence
of the I.L.O. He did not know whether the
Governing Body could take any action on the
matter, but it was right that opinions such as
that expressed by Mr. Roberts should be voiced in
the International Labour Organisation in order to
show the apprehension with which some members
of the Governing Body regarded the establishment
of a new organisation on a firm basis to undertake
work which ought to be done by the I.L.O.

Mr. Williams said that he, together with one
or two of his colleagues on the Governing Body,
had participated in the drafting of the constitution
that was now under discussion.

With regard to Mr. Monk's observations con-
cerning article 1, paragraph 2, of the draft, he
explained that the object of this article was
precisely to take account of the considerations
expressed by Mr. Monk, namely that the Com-
mittee, in carrying out its functions, should
conform to the emigration and immigration policies
of the countries concerned.

With regard to paragraph 1 (b) of article 1, this
had given rise to a great deal of discussion. He
pointed out that the draft constitution had been
communicated for their observations to govern-
ments, and he believed also to all the specialised
agencies and other intergovernmental organisations
interested in migration. He was sure that the
members of I.C.E.M. hoped that these agencies and
organisations would submit such observations
as they considered appropriate on all the points
arising out of the draft constitution.

Mr. Ramadier associated himself with the
remarks of Sir Guildhaume Myrddin-Evans. It
was beyond doubt that under its Constitution
the I.L.O. was competent to deal with migration
problems and that the establishment of an in-
dependent organisation was, from the standpoint
of the I.L.O., an act of secession. It was true
that the I.L.O. could do little to defend its com-
petence and that the governments were free to
take what action they pleased, but he thought
that they were unwise to set up a duplicate
organisation, and in particular to remove the
problem of migration from the field of competence
of the I.L.O., the tripartite constitution of which
served to overcome many prejudices which other-
wise might block the most useful channels of
migration.

Mr. Pavlakis said that the question of migration
was of paramount importance to Greece, a country
which was faced with a chronic unemployment
problem. The Greek Government was already a
member of I.C.E.M. but did not desire to see
the I.L.O. divested of its functions in the field
of migration because these were closely related
to the objectives of the Organisation in the
field of full employment and to the orderly organi-
sation of the employment market within the
member countries.

The Greek Government wished to express its
thanks to the Office for providing it with an
expert who was performing most useful work.

Mr. Delaney emphasised that the Workers were
not criticising the organisation that had been set
up for the purpose of attempting to solve the
problem of surplus population, but wanted the
interests and the jurisdiction of the I.L.O. to be
protected. Whatever the means by which this
new organisation had been created, it had raised
the hopes of the Workers that something practical
might result. The Workers nevertheless expressed
the hope that it would call on the efficient help
of the various divisions of the Office in carrying
out its work. They hoped that the Director-
General would pay particular attention to the
comments of Sir Guildhaume Myrddin-Evans and
Mr. Roberts in respect of article 1 (b) of the draft
constitution.

Mr. de Souza e Silva supported the remarks
made by Mr. Williams. The draft constitution
had been adopted after lengthy discussion and
difficult negotiations between the governments
concerned. He did not see how it could be
regarded as introducing a duplication of functions
in the field of migration.

The surplus problems resulting from the man-
power surpluses in Europe mainly affected the
governments of the countries of Western Europe,
of the Latin American countries and of Australia.
These governments had come together to set up
I.C.E.M., which was to approve the draft con-
sitution at its session in October. These same
governments were represented on the governing
Body and it was they which had provided the
funds and had worked for the establishment of
I.C.E.M.

The Constitution of the I.L.O. did indeed assign
to the Organisation certain functions in the fields
of migration and manpower, but it was well-
known that the I.L.O. did not yet possess the
necessary resources to fulfil these functions. That
being so, and having regard to the co-operation
which was to be established between the I.L.O. and I.C.E.M., he did not think that the comments which had been made served any useful purpose, and suggested that the discussion should be continued in a more constructive spirit.

Mr. Kaiser said that the United States Government was not in favour of creating duplicating or competing functions between international organisations. His Government interpreted article 1 of the draft constitution not as authorising I.C.E.M. to compete with other organisations, including the I.L.O., in providing services available through those organisations, but as meaning that I.C.E.M. should consult with the I.L.O. in order to determine whether it was in a position to furnish specific services. He would therefore support the opposition expressed in the Governing Body to duplication and competition between international organisations.

The Director-General said that he would, of course, take into account the various observations made and would be guided by the views expressed by the Governing Body in his negotiations with I.C.E.M. He felt bound to emphasise, however, that these negotiations would necessarily be difficult in spite of the good faith on either side because I.C.E.M. had pressed the I.L.O. to embark on a number of specific projects in the field of migration and the I.L.O. had had to reply that it was not in a position to undertake those projects, although they were within its experience and field of competence, for lack of the necessary funds. The point that was still under discussion was whether duplication could be avoided by some arrangement between the two organisations. He gave the Governing Body the assurance that both he and Mr. Gibson would make every effort to that end, but the final answer would rest with the governments which were represented both on I.C.E.M. and on the Governing Body and whose views would determine whether a constructive working relationship could be evolved which would preserve the respective competence and experience of the two organisations.

The Chairman thought that the discussion was now closed. The document had been submitted to the Governing Body for information and in order to give its members an opportunity of making observations which, as the Director-General had indicated, would provide him with useful guidance for his subsequent action.

Mr. Roberts asked the Director-General to explore the possibility of sending a Governing Body delegation to the next meeting of I.C.E.M. in view of the importance that the Governing Body attached to this question. He emphasised that the Workers felt that they were directly interested in the matter, perhaps to a greater degree even than the Employers and Governments.

The Director-General said that if the Governing Body wished to pursue Mr. Roberts's suggestion it would be necessary for it to take a decision at once and to appoint a delegation which could be convened in due course if appropriate arrangements could be made. Personally, he saw considerable merit in the proposal since it seemed probable that at a later point the discussions would assume such importance in relation to the future activities of the I.L.O. that discussions between a Governing Body delegation and I.C.E.M. might become necessary.

Mr. Waline pointed out that I.C.E.M. was an intergovernmental organisation. Before the Governing Body took the initiative in asking that a delegation of its members might accompany the Director-General to its meetings he would like to be assured that this suggestion would be favourably received.

The Chairman thought that action on Mr. Roberts's proposal could be taken in two stages. In the first place, the Director-General, who had already expressed the view that the appointment of such a delegation would be useful, could be requested to explore the ground, and secondly, the Governing Body could appoint a delegation which would be called upon to act only if the outcome of the Director-General's negotiations on the subject were successful.

Mr. Roberts had not appreciated the fact that the meeting of I.C.E.M. would take place before the next session of the Governing Body. Accordingly he wished to amend his proposal and to suggest that the Governing Body should appoint a delegation to represent it at the coming meeting of I.C.E.M. if appropriate arrangements could be made for it to do so.

He pointed out that article 27, paragraph 2, of the draft constitution implied that this proposal would be acceptable to I.C.E.M., since it provided that "The Committee may invite any international organisation, governmental or non-governmental, concerned with migration or refugees to be represented at the meetings of the Council under conditions prescribed by the Council".

The Chairman asked the Governing Body to take a decision on the question of appointing a delegation to be available to attend the October meeting of the Council of I.C.E.M.

The Governing Body decided to appoint a tripartite delegation to represent it at the next meeting of I.C.E.M. in the event of arrangements being made for such a delegation to attend.

It was agreed that the three groups should submit nominations for this delegation in connection with the Seventeenth Item on the Agenda.1 The Governing Body took note of the draft constitution of the Intergovernmental Committee for European Migration, subject to the observations made by various members in the course of the discussion. It was understood that the Director-General would transmit these observations to the Director of I.C.E.M.

The Governing Body took note of the correction to paragraph 20 of the fourth supplementary report of the Director-General requested by Mr. Montoya.

Twelfth Item of the Agenda

Reports of the Committee on Freedom of Association (continued) 2

Eighth and Tenth Reports

Mr. Wuori said that he intended to abstain from the vote on the question dealt with in these reports and wished briefly to explain his position.

1 See below, p. 60.
2 For the Seventh and Ninth Reports, see above, Minutes of the Fifth Sitting, p. 4r.
It was certainly regrettable that the Government of Czechoslovakia had not been very cooperative during the investigation of this case, but it was also true that the economic and social system of this particular State Member of the I.L.O. was quite different from that of most of the other States Members, and that fact must be faced if it was desired to maintain the universal character of the I.L.O.

He had had occasion in 1952 to draw the attention of the International Labour Conference to the problem created by the differences between the economic systems of the various States Members. He noticed that the Director-General in his reply to the discussion on his Report to the 36th Session of the Conference had referred to the importance of maintaining the universal character of the I.L.O. He wondered whether the Office and the Governing Body ought not to tackle this fundamental problem so as to have a clear idea of the position. The Conference had accepted the credentials of the Workers' delegate from Czechoslovakia, and how the Governing Body had before it a proposal indicating that freedom of association had been violated in that country. Without expressing any view on the substance of the matter, he simply wished to draw attention to the complicated problem involved. He hoped that his friends in the Workers' group would understand the reason for his concern over this problem.

Mr. Jouhauz thought that the position was very simple. He yielded to no one in his support of the principle of the universality of the I.L.O., but that was not the question at issue. The Committee on Freedom of Association had investigated the circumstances which showed that freedom of association did not exist under the régime which was imposed on Czechoslovakia, and in accordance with the prescribed procedure it had requested the Czechoslovak Government to transmit its observations on the complaint which had been submitted. After two separate approaches had been made, that Government had sent a communication to the Director-General denying the competence of the Organisation in the field of freedom of association and stating that it had already indicated its position on the matter in a statement made by its representative in the Economic and Social Council. Examination of the statement made by that representative, however, showed that it did not provide any refutation of the arguments of the Committee on Freedom of Association, but merely declared that the Fact-Finding and Conciliation Commission had no competence to deal with matters having to do with freedom of association and that the whole case was merely a propaganda device directed against the system in Czechoslovakia.

So far as he was concerned, Czechoslovakia might maintain any economic and political system it wished, but it was the right and duty of the I.L.O. to determine whether or not, under given circumstances, freedom of association was respected. It appeared from the texts which the Committee on Freedom of Association had scrupulously examined that freedom of association did not in fact exist in Czechoslovakia. Furthermore, the Czechoslovak Government had declared that the I.L.O. had no competence in the matter. He considered that the only possible course open to the Governing Body was to approve the report of the Committee on Freedom of Association.

Mr. Ramadier, in reply to Mr. Wuori, pointed out that there existed a basic text which endorsed the principle of freedom of association, namely the Declaration of Philadelphia, and that text had been accepted by Czechoslovakia as by the other States Members and formed part of the general law of the I.L.O. It was not a detailed Convention which every State Member had ratified but a text which determined the general conditions which should govern the social system of a country. It was a fact clearly established by the legal texts which were the only documents available to the I.L.O. that in Czechoslovakia the obligation existed not to set up more than one trade union organisation. A person was not entitled to found any organisation he pleased because there was no freedom of association. Furthermore, the functions of trade unions were restricted and were only very distantly related to what was understood by the term "trade union" in the various countries of the world.

It was the right and even the duty of the Governing Body to place on record the fact that freedom of association did not exist in Czechoslovakia. That was the only sanction that the Governing Body was in a position to impose, except for the publication of the legal texts and the communication of the file to the Economic and Social Council for its information. This action had nothing to do with the economic system of Czechoslovakia, but was essential to safeguard the rights of the workers in that country as in others, whatever the economic system in force.

Mr. Waline fully supported the statements made by Mr. Jouhauz and Mr. Ramadier.

Mr. Delaney said that the Workers' group was in full agreement with the recommendations of the Committee on Freedom of Association. Any other decision would be completely contrary to the principle of freedom of association and he hoped that the Governing Body would approve the report.

Mr. C. E. Shaw said that while the universality of the I.L.O. was a desirable objective, the tripartite character of the Organisation was also fundamental and was embodied in its Constitution. If it did not exist, the very purpose of the Organisation would be defeated.

Mr. Pequeno said that the Workers' members of the Governing Body from the Latin American countries also fully supported the report of the Committee because they condemned violations of trade union rights wherever they occurred.

Subject to the abstention of Mr. Wuori, the Governing Body unanimously approved the conclusions contained in paragraph 84 of the eighth report and paragraph 8 of the tenth report of the Committee on Freedom of Association concerning Case No. 14 (Czechoslovakia).

EIGHTH ITEM ON THE AGENDA

Report of the Committee on Industrial Committees

I. Requests for Membership of Industrial Committees

Mr. Montoya drew attention to the fact that the Committee on Industrial Committees had not
adopted a proposal mentioned in paragraph 6 of the report that the Committee should recommend the Governing Body to invite Austria, Japan and Venezuela to be represented at the next session of the Building, Civil Engineering and Public Works Committee and to invite Chile, Japan and Mexico to be represented at the next session of the Coal Mines Committee.

So far as Venezuela was concerned, he recalled the fact that on 9 May his Government had submitted a request to be represented on the Building, Civil Engineering and Public Works Committee and had accompanied this by a preliminary study recently carried out on the general situation of the construction industry in Venezuela. This information was submitted to the Committee on Industrial Committees, and the subsequent course of events had been somewhat surprising to his country, and no doubt to the other countries which had submitted similar requests. The report of the Subcommittee of the Committee on Industrial Committees submitted to the 121st Session of the Governing Body under item 9 of its agenda provided in fact that all pending requests for representation on Industrial Committees should be taken into consideration at the time when the composition of the Committees was fixed. At that time, the States which were already members and those which had applied for membership were being placed on an equal footing. The Subcommittee had also expressed the view that there was no reason why requests for representation on Committees which were scheduled to meet before the new arrangements had come into force should not be dealt with individually.

These new arrangements had not yet been put into effect; his country accepted them and agreed that the proposed review should be undertaken and that Venezuela should then be allowed to send representatives to any committees to which the Governing Body finally decided to admit it. Nevertheless, it was in the light of the conclusions of the Subcommittee of the Committee on Industrial Committees that the Governing Body had decided to invite Chile and Japan to be represented on the Textiles Committee, and leaving aside for the time being the question of the justification for the request of Venezuela for membership of the Building, Civil Engineering and Public Works Committee, he felt bound to draw the Governing Body’s attention to the inconsistency of taking a given decision on one occasion and subsequently taking an exactly contrary decision on another similar occasion.

The Industrial Committees had existed since 1946, and it was only natural that the membership should be modified because the position of the various industries in the different countries had altered since that time. That was precisely the reason why the Governing Body had decided to reconsider the question as a whole with a view to determining the number of countries to be represented on the various Industrial Committees. While he agreed to the principle of this review, he could not understand the decision taken in the Committee on Industrial Committees with regard to the pending requests for representation. He emphasised that this decision had in fact been taken by 5 votes to 5, with 2 abstentions, so that there had not been a majority in favour of rejecting the proposal.

At an earlier sitting, in connection with another subject, Mr. Waline, speaking on behalf of the Employers’ group, had urged the Governing Body to take a decision consistent with its earlier decision on a similar matter. As it appeared to be the Employers’ group that had opposed the granting of the request of the Venezuelan Government, he appealed to Mr. Waline, and through him to the Employers’ group, to take the same position in the present case. So far as the procedure was concerned, discriminatory action had been taken in admitting two countries to membership of a committee at the 121st Session and refusing admission to membership of certain other committees to countries who were most anxious to be represented upon them and which had submitted valid arguments in support of their request.

In support of the application made by the Venezuelan Government, it was appropriate to mention that in 1951 there had been 285 undertakings in the country, of which 115 were affiliated to the Chamber of Construction, an employers’ organisation. These 285 undertakings employed a total of 39,000 persons in construction and related activities, of whom 88 per cent. were workers who during the year in question had earned an average annual wage of $2,000 exclusive of social benefits. The value of the construction carried out during the years 1950-51 by private undertakings was over $200 million, and during the fiscal period 1952-53 the Ministry of Public Works alone had invested over $200 million in road building and the construction of harbours, industrial plant, hospitals, schools and drainage and irrigation works.

He thought that after hearing the reasons justifying his country’s request for membership of the Committee in question the Governing Body would come to the conclusion that it was well-founded and would accordingly authorise the Director-General to invite Venezuela to be represented on the Building, Civil Engineering and Public Works Committee.

Mr. Waline assured Mr. Montoya that the position taken by the Employers’ group implied no prejudice against Venezuela or any of the other countries which had applied for membership of Industrial Committees.

The reason for the Employers’ attitude was stated in paragraph 5 of the report of the Committee on Industrial Committees; they felt that to add members to the Industrial Committees at the present stage would merely increase the difficulties which would confront the Governing Body if it were decided that the Industrial Committees should be reconstituted in accordance with the recommendations of the Subcommittee which had considered the matter at the 121st Session of the Governing Body. He was aware that those recommendations had not yet been approved by the Governing Body itself, but it had been the unanimous view of the Subcommittee that the membership of the Building, Civil Engineering and Public Works Committee should be fixed at a maximum of 20, whereas there were at present already 22 or 23 members of the Committee and it was now proposed to add two more. He did not think that it would be very easy for the Governing Body to admit certain countries to membership now and then to ask them to withdraw in a few months’ time.

Mr. Montoya had referred to the inconsistency of admitting two countries to the Textiles Committee at the 121st Session and refusing at the
present stage to admit fresh countries to other committees. These two actions were not really inconsistent, however, because at the time when the Governing Body had taken its decision in regard to the Textiles Committee it had not been anticipated that the status quo would continue for so many months. In the Committee on Industrial Committees it had been argued that this precedent was binding not only for the present session but for the next session also in the event of further requests being received from other countries, and this was tantamount to saying that so long as the Governing Body had not adopted the report of the Subcommittee and had not reviewed the composition of the Industrial Committees it would be obliged to accept every fresh request, a position which was untenable.

Similarly, he did not see any real inconsistency between his own attitude in the present case and in the case of the proposal discussed at an earlier sitting to reject the request of a certain organisation for permission to send an observer to attend the Meeting of Experts on Systems of Payment by Results in the Construction Industry, on the ground that the Governing Body had already refused a similar request. If the Governing Body were to follow Mr. Montoya's suggestion, it would be obliged to consider the indefinite number of new members to the Industrial Committees until the review of their composition was carried out. He thought that the two sets of circumstances were very different and maintained his view that the decision taken by the Committee on Industrial Committees was logical.

It was obvious that when the Governing Body proceeded to review the composition of the Industrial Committees the claims of Venezuela for representation would be taken into consideration in accordance with the principle that the various regions should, as far as possible, be represented on the different Industrial Committees.

Mr. Paz did not wish to repeat the reasons for which Mexico had asked for representation on the Coal Mines Committee and confined himself to supporting Mr. Montoya's remarks.

Mr. Waline had argued that grant, even for a single session, the requests for representation which were now before the Governing Body would increase the difficulties with which the Governing Body would be confronted if it decided to modify the composition of the Industrial Committees. Those difficulties, however, were not connected with the problem of the size of the membership of the Committees since the Employers and Workers had been in agreement on this aspect of the matter so far. Hence the admission of the countries in question, even for a single session, would, without increasing the difficulties involved in the whole question, afford an opportunity to the countries in which the industries were important to establish contact with the representatives of the same industries in other countries and to obtain a better knowledge of their problems. In these circumstances, he found it difficult to understand the Employers' attitude.

Mr. Roberts said that the Workers had regarded the question as one of expediency. The support they had given to the admission of those countries which had asked for membership of the various Industrial Committees was based on the fact that the application of two countries to participate in the work of the Textiles Committee had already been approved. The Workers' group had therefore felt that if the Committee refused to approve these new requests it might well be accused of discrimination. The fact that some of the applicant countries were represented on the Committee on Industrial Committees had perhaps given greater weight to their claims, which were based on the precedent of the decision taken in regard to the Textiles Committee.

It was obvious that if the Governing Body ultimately adopted the report of the Subcommittee it would be necessary to reduce the membership of the Building, Civil Engineering and Public Works Committee, and certain criteria would have to be established determining which countries should be represented on the various Industrial Committees. If it were specified that any decision to admit the countries concerned to membership of certain Committees should be valid only for one session and that it was not based on any criteria of lasting validity the Workers considered that no fresh difficulties would be created either for the Committee on Industrial Committees or for the Governing Body itself when it came to decide the criteria for the future composition of the Industrial Committees.

Mr. C. E. Shaw said that the Employers' group had reviewed this question from every angle. He recalled that when Japan and Italy had been invited to be represented on the Textiles Committee it had seemed certain that the review of the composition of the Industrial Committees would be carried out before any further similar cases arose. There was, moreover, another precedent; two countries had been authorised to send observers to attend a session of the Petroleum Committee, but at their own expense, and if new countries were now admitted to membership of other Industrial Committees there would be unfair discrimination against those two countries.

The problem was in fact a complicated one and the Employers' attitude was not based on any feeling against the countries concerned. They took the view that until the Governing Body had reached a conclusion with regard to the reconstitution of the Industrial Committees as a whole the same procedure might be followed as in the case of the Petroleum Committee and that the interested countries might be authorised to send observers at their own expense to attend the meetings of any Industrial Committees which were to be held before the next session of the Governing Body. This procedure would neither create any new difficulties nor set a fresh precedent.

Sir Guildhaume Myddin-Evans said that the representative of the United Kingdom Government of the Committee had voted against acceptance of the requests for representation because it had been felt that no further addition should be made to the membership of the Committees until agreement had been reached on the question of their permanent size. That was a matter on which discussion had been proceeding for a long time. If an assurance could be obtained that precise proposals in regard to the size of the Industrial Committees would be submitted to the Governing Body at its 123rd Session this might affect the attitude to be taken to the applications which the Governing Body was now considering, since in these circumstances it might well be held.
that the provisional admission of new members would not form a precedent and would not affect the decision which the Governing Body could be called upon to take at its next session.

Mr. Diaz Casanueva, on behalf of the Chilean Government, supported the observations made by Mr. Montoya and Mr. Paz. He found it difficult to understand the Committee’s decision in regard to the requests for membership of the two Committees which were to meet in the near future. On the other hand, he was sure that it was the unanimous desire of the Governing Body that new criteria for the composition of the Industrial Committees should be established as soon as possible, and on that point he endorsed the remarks of Sir Guildhaume Myrddin-Evans.

The Committee’s decision had been unexpected because of the precedent which existed in the case of the Textiles Committee. The governments concerned would find it difficult to understand why a procedure different from that applied in the case of the Textiles Committee was to be followed in the case of the two other committees which were about to meet. So long as new criteria had not been adopted for admission to membership of the Industrial Committees, refusal of the applications of countries which appeared to imply discrimination based on subjective reasons.

Some of the difficulties which had been raised were imaginary, since the meeting of the Textiles Committee had been most successful in spite of the admission of new members. The governments of the countries which had applied for membership of the Committees in question had a keen interest in their proceedings. The Chilean Government for its part would be very sorry not to be able to take part in the work of the Coal Mines Committee, not only because that industry was important in Chile but also because of the worldwide importance of the Committee’s work. The coal mining industry in Chile had certain special features, for instance, the great height at which the coal mines were situated, and the great number of workers concentrated near the mines, and he was convinced that the Chilean representatives could make a valuable contribution to the success of the Committee’s work.

In addition, he pointed out that the vote taken in the Committee on Industrial Committees did not indicate a great weight of opinion against the proposal.

For these various reasons he urged the Governing Body to consider inviting the countries concerned to attend the forthcoming sessions of the two committees not as observers but as full members, without prejudice to the criteria to be established for the future membership of those committees.

Mr. Delaney, referring to Sir Guildhaume’s remarks, explained that because of the difficulties which had arisen an informal meeting had been held between three Employers’ and three Workers’ representatives for the purpose of attempting to reach an agreement on the question of criteria for the future membership of the Industrial Committees. Such an agreement had in fact been reached, and the Workers’ representatives had succeeded in obtaining the full support of their group, but he was not yet aware whether the Employers’ representatives had been able to do the same. The agreement reached was to the effect that both groups would give full support to the recommendations of the Subcommittee of the Committee on Industrial Committees concerning the criteria for the composition of the Industrial Committees and concerning their size, in the hope that the Governing Body itself would then be able to give unanimous approval to these proposals.

With regard to the precedent to which Mr. C. E. Shaw had referred he pointed out that in the present instance one of the governments concerned had refused to accept observer status, a fact which substantially altered the position.

Mr. Roberts confirmed that the recommendations contained in the Subcommittee’s report with regard to the size of the Industrial Committees remained unchanged. If therefore the Governing Body adopted the recommendations of the Subcommittee, a reduction in the total membership of the Building, Civil Engineering and Public Works Committee at least would be necessary.

For the time being, therefore, the question of criteria was not at issue, and the only question for decision was whether the countries concerned should be invited to attend the sessions of the two committees which were to meet in the near future, on the clear understanding that any such invitation would apply to the coming sessions of each committee only and would be without prejudice to the question of the criteria for future membership.

Mr. Waline said that if the applications which were now before the Governing Body and which related to committees of long standing had been submitted one or two years earlier it would no doubt have been less difficult to accept them. He agreed with Sir Guildhaume Myrddin-Evans that if it were certain that the question of the size of the Industrial Committees would be settled by the Governing Body at its 123rd Session there would be no danger that the precedent created by the admission of new members would be exploited by other countries. It was by no means certain, however, that the Governing Body would be able at its next session to determine the criteria which had been under discussion for so long. There was no guarantee that at its 123rd Session the Governing Body would adopt not only the recommendations of the Subcommittee, but would in addition decide on the practical means of applying these new criteria. If this unsatisfactory situation were to continue for several years the Governing Body could not be expected to accept all the applications for membership submitted to it merely on the basis of precedents.

Mr. Farman-Farmaian thought that having regard to the guiding principles which had governed the original establishment of the Industrial Committees there could be no objection to the enlargement of the Committees if they were to achieve satisfactory results. Personally, he agreed with the arguments put forward by the representatives of the countries that had submitted applications for membership and supported those applications.

Mr. Paz thought that it was essential for agreement to be reached as rapidly as possible on the future size of each of the Industrial Committees and that the need for an early decision on this subject had been demonstrated by the applications from various countries which the Governing Body was now considering.
The solution proposed by Sir Guildhaume Myddin-Evans would apparently be acceptable to Mr. Waline if he could be assured that no new applications for membership would be put forward at the 123rd Session. It was only the Governing Body itself which could give such an assurance, and it could do so by deciding, first of all, to admit the applicant countries to membership for a single session and without prejudice to subsequent arrangements for the reorganisation of the Industrial Committees, and secondly, that the question of the future composition of the Industrial Committees should be finally settled at the 123rd Session.

He pointed out that the real difficulties arose not out of the requests for membership submitted by certain countries but out of the differences, which were still substantial, between the views of the Employers' and the Workers' groups.

Mr. Bellingham-Smith understood that at the meeting of the Subcommittee in November 1952 the only point on which agreement had been reached was that a maximum size should be fixed for each Industrial Committee. The report of the Subcommittee would come before the Governing Body in November 1953, and it also suggested that the Governing Body should take a decision at the earliest possible moment with regard to the reconstitution of the Industrial Committees. The Employers' attitude towards the new applications was based on their desire to help the Governing Body in this matter, because it would clearly be very difficult to remove any country from membership of an Industrial Committee. On the other hand, when the committees were reconstituted the claims of the existing members and of all the new applicants for membership would be considered on an equal footing.

Mr. Delaney said that if the report of the Subcommittee were adopted, certain countries would necessarily have to be removed from some committees, and this would be a difficult task. The Committee on Industrial Committees had considered that decisions of this kind would be easier to accept if they were taken by the Governing Body itself.

The Chairman said that the Governing Body had before it a proposal by Mr. Montoya, seconded by Mr. Paz and Mr. Diaz Casanueva, to authorise the Director-General to invite the countries which had applied for membership of certain committees to attend the sessions of those committees.

Mr. Tennant asked whether it was understood that these invitations would apply only to the coming session of each of the committees concerned.

The reason why the United Kingdom Government had opposed the admission of new members in the Committee on Industrial Committees was that it had seemed doubtful whether the question of the size of the Industrial Committees would be definitely settled in the near future. As it now appeared probable that the matter would be settled at the 123rd Session of the Governing Body, the United Kingdom Government was prepared to support Mr. Montoya's proposal, provided that it was clearly understood that it applied only to the next session of each of the committees concerned.

By 22 votes to 8, with 2 abstentions, the Governing Body decided to invite Austria, Japan and Venezuela to be represented at the fourth session of the Building, Civil Engineering and Public Works Committee, and Chile, Japan and Mexico to be represented at the fifth session of the Coal Mines Committee. It was understood that this invitation applied solely to the coming session of each of these Committees and was without prejudice to their future membership.

II. Requests for the Establishment of New Industrial Committees.

The Governing Body took note of the information contained in this part of the report.

III. Petroleum Committee: Studies Proposed at the Fourth Session.

The Governing Body approved the recommendations contained in paragraph 14 of the report.

IV. Chemical Industries Committee: Studies Proposed at the Third Session.

The Governing Body approved the recommendations contained in paragraph 17 of the report.

V. Agenda of the Third Session of the Advisory Committee on Salaried Employees and Professional Workers.

The Governing Body approved the recommendations contained in paragraph 22 of the report.

VI. Agenda of the Fifth Session of the Iron and Steel Committee.

Mr. Waline said that in the Committee on Industrial Committees the Employers had expressed the view that the question of supplementary pension schemes was not appropriate for discussion in an Industrial Committee because it was a problem of a general character. It was true that pension schemes existed in the iron and steel industry in the United States, but the same applied to other industries also. The question was of much less interest to countries which, like France, had a general social security system, since the question of social security had already been discussed by the International Labour Conference. As the Industrial Committees were expected to deal primarily with subjects of special interest to the specific industries, the Employers' group considered that the question covered by item II of the proposed agenda should not be referred to the Iron and Steel Committee and had proposed that it should be replaced by the following question: "Practical measures for increasing productivity in the iron and steel industry in the underdeveloped countries, with particular reference to the human factors."

This proposal had been made after consultation with the Employers' members from certain Asian countries, and it seemed desirable to include in the agenda of the Iron and Steel Committee an item related to the special conditions of the industry in the underdeveloped countries, particularly from the standpoint of the human factors involved in increasing productivity.

Accordingly, he proposed that the question he had mentioned should be substituted for item II of the agenda proposed in paragraph 28 of the report.
Mr. Roberts said that the Workers' group opposed Mr. Waline's suggestion. The item he had proposed related primarily to the human factors in productivity, whereas the Workers' members of the Governing Body had consistently maintained that the various aspects of the problems of productivity could not be considered in isolation. Factors such as re-equipment, modern equipment, and managerial efficiency were all aspects of productivity which must be taken into consideration, and he hoped that there would be no more proposals to discuss productivity solely in terms of the human factor. The Workers had offered to agree to the inclusion of this item if the Employers would agree to the inclusion of the questions of managerial efficiency and equipment, but they had categorically refused this offer.

If this item were included in the agenda, serious difficulties would be encountered in preparing a detailed and accurate report upon it. A mission on a subject of this kind was essential, but the number of missions had been cut down because of the financial situation. Moreover, were the employers or the governments to provide information about productivity in the underdeveloped countries? It could hardly be expected that either the workers or the employers would supply data about productivity in those countries supplied by the government. In many underdeveloped countries there was only one large iron and steel plant, for instance, the "Volta Redonda" in Brazil and the Tata Steel Works in India, with the result that difficulties immediately arose with the employers in any attempt to report on the conditions in factories in those countries. He recalled that Mr. C. E. Shaw had stated on one occasion that under no circumstances would American employers agree to an inquiry being carried out in plants in the United States. It was quite possible that employers and governments would refuse to authorize such inquiries in the underdeveloped countries although they would be absolutely necessary in order to obtain the facts. Such impartial inquiries could be carried out only by a mission sent out by the Office, which had no funds available for the purpose and in any case would not have time to carry out the necessary work.

With regard to Mr. Waline's reference to the fact that a general social security scheme was in force in France, the same applied in a number of other countries such as the United Kingdom and the United States, but supplementary pension schemes also existed in those countries. The Workers saw no reason why this question should not be placed on the agenda in accordance with the request made by the Iron and Steel Committee itself.

Mr. Bergenström fully supported Mr. Waline's observations. He did not think that the question of supplementary pension schemes was appropriate for discussion by an Industrial Committee and was in favour of including in the agenda the question of productivity as suggested by Mr. Waline.

With regard to Mr. Roberts's reference to the lack of funds, he pointed out that the Conference had at last adopted a budget which included a sum of some $40,000 for the New Delhi Office, which might well be instructed to carry out the investigation to which Mr. Roberts had referred.

Mr. Delaney expressed the view that in the underdeveloped countries it was not in the iron and steel industry but in quite different fields, such as the textile industry and agriculture, that there was an immediate need for increased productivity and for technical assistance. It would be very difficult for the underdeveloped countries to compete with the big steel-producing countries of the world, and if anything useful was to be achieved in the field of productivity attempts to increase it should be concentrated on the industries which were the most useful to the people of the countries in question.

By 18 votes to 8, with 4 abstentions, the Governing Body rejected the proposal by Mr. Waline to substitute for item II in the proposed agenda the following item: "Practical measures for increasing productivity in the iron and steel industry in the underdeveloped countries, with particular reference to the human factors."

Mr. Waline said that the members of the Employers' group would vote against the inclusion in the agenda of item II.

Subject to the opposition of the Employers' group, the Governing Body adopted the agenda for the fifth session of the Iron and Steel Committee as proposed in paragraph 28 of the Committee's report.

Mr. Waline said that the general situation in regard to the Industrial Committees was the subject of very grave difficulties at the present time. As Mr. Roberts and Mr. Delaney had recognised, the Employers were attempting, and would continue to attempt, to improve the situation. Nevertheless, he regretted that a greater effort had not been made to reach agreement on a question which was fundamental if the Industrial Committees were to arrive at useful results through the collaboration of the three groups in determining their agenda.

Mr. Roberts also regretted that it had not been possible to reach a unanimous decision, but he did not think that Mr. Waline would expect the Workers' group to agree with the Employers' group on every occasion; some measure of compromise was necessary in matters of this kind.

VII. Inland Transport Committee: Standard Set of Rules for International Road Transport in Europe.

The Governing Body took note of the information contained in these paragraphs of the report.

VIII. Administrative Arrangements for the Application of the Agreement on Social Security for Rhine Boatmen.

The Governing Body approved the recommendations contained in paragraph 38 of the report.

IX. Proposed Amendments to the Agreement concerning Conditions of Employment of Rhine Boatmen.

The Governing Body approved the recommendations contained in paragraphs 44 and 47 of the report.

Mr. Kaufmann expressed his thanks to the Committee on Industrial Committees, to the Governing Body and to the International Labour Office for the friendly and understanding spirit in which Switzerland's representations on this matter had been received and hoped that the
Governing Body would regard the request made by the Swiss Government in agreement with the employers' and workers' organisations as a proof of the interest which his country took in the successful application of the agreement concerning the conditions of employment of Rhine boatmen.

X. Co-ordination of Social Security Schemes for Migrants (Especially Migrant Miners) in Europe.

The Governing Body took note of the information contained in this part of the report.

XI. Second Session of the Committee on Work on Plantations.

Mr. C. E. Shaw did not consider it appropriate to forward to governments at the present time two of the resolutions mentioned in this part of the Committee's report, namely resolutions No. 20 and No. 29. The Governing Body should not automatically send on resolutions which had no real meaning. He therefore proposed that the Governing Body should decide not to forward these two resolutions to governments.

Mr. Waline seconded Mr. Shaw's proposal.

Mr. Roberts pointed out that the resolutions adopted in Industrial Committees were communicated to governments in order to inform them of the work of the Committees, accompanied, if necessary, by appropriate comments. He thought that it was desirable for the governments to know that the Committee on Industrial Committees had considered that a certain resolution was meaningless and that this view had been endorsed by the Governing Body.

With regard to resolution No. 29 concerning the need for international action in the field of commodity regulation, it was the Governing Body itself which was asked to take action, but it would be a serious omission not to include the text of this resolution in the communication to governments. The Committee had in fact recommended that the reports and resolutions of the Committee on Work on Plantations should be communicated to governments with appropriate comments indicating the action that the Governing Body proposed to take.

He suggested that the Governing Body should reject Mr. Shaw's proposal.

By 16 votes to 7 the Governing Body rejected the proposal by Mr. C. E. Shaw that resolution No. 20 concerning additional payments and No. 29 concerning the need for international action in the field of commodity regulation should not be communicated to governments.

The Governing Body approved the recommendations contained in paragraphs 53, 55, 57, 59, 61, 63 and 64 of the Committee's report.

Eleventh Item on the Agenda

Reports of the International Organisations Committee (conclusion) 1

Third Report

Sir Guildhaume Myrddin-Evans, Chairman of the Committee, drew attention to the fact that during the past two days this Committee had dealt with six items, practically all of which were of major importance; they included such items as the International Covenants on Human Rights and the role of the Council of Europe in the social field, which were dealt with in the Committee's third report, and the very important question of the report of the Ad Hoc Committee on Forced Labour covered by the second report.

The members of the Committee had devoted several hours to considering these problems, which were of prime importance to the I.L.O. at the end of a heavy session of the Conference, whereas other organisations would be spending days or even weeks on the same questions. The Economic and Social Council at its coming session would have some of these problems on its agenda, including the question of full employment and the report of the Ad Hoc Committee on Forced Labour, and would probably devote as much as a week's discussion to each of them. This disparity between the amount of time that the various international organisations could devote to the consideration of problems of common interest was a very serious matter. It was true that the material submitted to the Committees of the Governing Body and to the Governing Body itself was carefully prepared by the Office, but the Governing Body was nevertheless not fully shouldering its responsibilities in regard to these matters. Although on some of the matters submitted at the present session it had not been possible to come to definite conclusions at the present time, he knew from his experience both of I.L.O. meetings and of those of other international organisations that a constant struggle was needed to preserve in other organisations the acceptance of the responsibility and competence of the I.L.O. in some of the fields in which it was active. If, therefore, the members of the Governing Body were not prepared to spend more time on matters of such great importance for the Organisation, it was to be feared that other organisations would do the work which normally fell within the competence of the I.L.O. and that the I.L.O. would be completely squeezed out of the fields in which it ought to be working.

He felt that it was his duty to draw the attention of the Governing Body to this situation, which had been becoming worse over the past few years.

Mr. C. E. Shaw supported Sir Guildhaume's observations. He pointed out that at the present session of the Governing Body, meetings of the Committee on Industrial Committees and of the International Organisations Committee had been held at the same time, so that those who were members of both these Committees had not been able to attend them, and he noted that under the programme proposed for the next session of the Governing Body there would be a similar conflict between the meetings of these two important committees. He requested the Office to try to avoid arrangements of this kind which prevented the members of the Governing Body from carrying out their work effectively.

Mr. Delaney agreed with Sir Guildhaume Myrddin-Evans that the members of the Governing Body did not have sufficient time to deal thoroughly with the documents put before them. He pointed out, however, that it was a request of the Governing Body itself that the time

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1 See above, Minutes of the Second Sitting, pp. 27-28, and Minutes of the Fifth Sitting, pp. 40-41.
alotted to the meetings had been cut down, particularly in the case of the session of the Governing Body held in connection with the International Labour Conference. He thought that it would perhaps be desirable to reconsider this position and the manner in which it could be remedied.

Mr. Hauck said that the agenda of the session which the Economic and Social Council held each year immediately after the annual session of the International Labour Conference always included a number of important items and it was essential that the competent bodies of the I.L.O. should consider them beforehand in order that the I.L.O. representatives at the Economic and Social Council should be able to express an authoritative view upon them. This problem of co-ordination had not existed before the war when there had been fewer international organisations. It was therefore essential that the Governing Body should be allowed more time at its summer session to deal with the questions which would come before the Economic and Social Council.

The Chairman was sure that the Director-General would take account of all the observations made and would consider what arrangements could be made to meet the general desire that more time should be available for consideration of questions which were of the greatest importance to the I.L.O.

International Covenants on Human Rights.

Mr. Diaz Casanueva, referring to the statement in paragraph 2 of the report that the representative of Chile in the United Nations Commission on Human Rights had supported the Yugoslav proposal relating to article 53 of the draft Covenant concerning civil and political rights, emphasised that Chile had always supported the extension of the jurisdiction of the future human rights committee without, however, ignoring the functions of the specialised agencies, including the I.L.O.

With regard to the violation of trade union rights, regarded as a fundamental human right, the Chilean Government intended to maintain the attitude it had taken in the Commission on Human Rights and supported non-limitation of the jurisdiction of the proposed human rights committee, while recognising the need to avoid duplication. A form of words would have to be found which made it possible for the human rights committee to be informed of the inquiries undertaken by other organisations, such as the I.L.O., in connection with complaints concerning the alleged violation of trade union rights.

Subject to this explanation, the Chilean Government saw no objection to approving paragraph 4 of the report, since it did not consider that the proposal in that paragraph involved any restriction of the competence of the human rights committee.

Mr. Williams said that the Canadian Government would abstain with regard to this paragraph without prejudice to its attitude when the report of the Commission came before the Economic and Social Council and subsequently before the General Assembly.

The Governing Body approved the proposal in paragraph 4 of the third report of the Committee, subject to the abstention of Mr. Williams.

The Governing Body approved paragraph io of the third report.

The Role of the Council of Europe in the Social Field.

The Governing Body took note of paragraph 12 of the report.

Mr. Waline emphasised that the Governing Body had not had time at its present session to give detailed consideration to the long memorandum annexed to the report which had been prepared by the Secretariat-General of the Council of Europe and had been communicated to the Office only recently after being submitted to the Consultative Assembly of the Council of Europe in May 1953. At the present time, therefore, the Governing Body was merely informing the Council of Europe that it would consider this memorandum at its November Session.

As stated in paragraph 18 of the report, he himself had made serious reservations with regard to some of the proposals contained in the memorandum. In order that he might fully understand these proposals, he asked the Office to make available to him the bibliography which had been forwarded to it with the memorandum but which was not reproduced in the appendix to the Committee's report.

It was agreed that the Director-General should communicate the document in question to Mr. Waline.

The Governing Body approved paragraph 17 of the report.

Thirteenth Item on the Agenda

Composition of Committees (conclusion) 1

Third Supplementary Note

Committee of Experts on the Application of Conventions and Recommendations.

The Governing Body took note that Mr. Charles W. Wyzanski, Jr. (United States) had withdrawn his resignation from this Committee.

Fourteenth Item on the Agenda

Report of the Director-General (conclusion)

SEVENTH SUPPLEMENTARY REPORT

Procedure for the Determination of the States of Chief Industrial Importance

The Governing Body approved the proposal contained in paragraph 4 of this report and authorised the Director-General to submit it to the Committee of Experts required under article 13, paragraph 2, of its Standing Orders.

NINTH SUPPLEMENTARY REPORT

Request from the International Confederation of Free Trade Unions for Representation at the Committee of Experts on Social Policy in Non-Metropolitan Territories.

1 See above, Minutes of the Second Sitting, p. 26, and Minutes of the Fifth Sitting, p. 42.
ELEVENTH SUPPLEMENTARY REPORT

Request from the International Federation of Christian Trade Unions for Representation at the Committee of Experts on Social Policy in Non-Metropolitan Territories.

Mr. Roberts proposed that these two requests should be accepted.

Mr. Waline opposed this proposal. As the Employers had already stated on various occasions, they considered that the expert character of meetings of experts should be maintained. When the meeting was attended by a Governing Body delegation, as in the present case, it was unnecessary for observers to be present, whether they represented employers' organisations or workers' organisations. The Employers' group therefore stood by the principle which had been applied in the case of the Meeting of Experts on Systems of Payment by Results in the Construction Industry.

Mr. Roberts pointed out that the two organisations in question had consultative status with the I.L.O. and the Governing Body should therefore consider the matter seriously before it came to a decision. The International Confederation of Free Trade Unions was very active in the field of social policy in non-metropolitan territories and the fact that it requested observer status at the meeting of the Committee was an indication of its interest in the subject; he was concerned at the possible reactions at the forthcoming Congress of the International Confederation of Free Trade Unions if the Governing Body did not agree to the present request. The principle for the admission of observers to meetings of experts was that the Governing Body should take a decision in the light of the circumstances of each particular case. In certain cases the Workers had agreed that no observers should be admitted, but in the present case they urged that the Governing Body should accept the requests.

Sir Guildhaume Myrdin-Evans regretted that the two organisations in question should have requested representation at this meeting. A few weeks earlier the Governing Body had agreed that as a general rule observers should not be admitted to meetings of experts, and while it was true that this decision was not intended to exclude the possibility of an exception in special cases, he did not think that Mr. Roberts's arguments indicated that the present case deserved special consideration.

Experience had shown that the presence of observers tended to influence the results of meetings of experts, and it was for that reason that the Governing Body had come to the conclusion that such meetings should be confined to experts and that the views of the interested parties, whether governments, employers' organisations or workers' organisations, should be brought to bear on the subject only at the time when the reports of the experts came before the Governing Body. He pointed out also that the Workers' members of the Governing Body had refused permission to be represented by observers from the two organisations in question, who would themselves be experts, to attend the meeting of the Committee.

Mr. Roberts pointed out that the Governing Body had not yet taken any decision on the principle involved, but had referred the matter back to the Committee on Standing Orders and the Application of Conventions and Recommendations for reconsideration.

Sir Guildhaume Myrdin-Evans said that the matter had been referred back to the Committee on Standing Orders only on the point of the attendance of States Members of the Organisation as observers at meetings of committees of experts.

Mr. Delaney emphasised that the two organisations in question had a deep-seated interest in economic and social policies in the non-metropolitan territories.

Sir Guildhaume Myrdin-Evans considered that that interest could be expressed when the report of the experts came before the Governing Body but that it was undesirable for the organisations in question to be given an opportunity to influence the drafting of the report.

Mr. Delaney did not think that observers had sufficient opportunity of expressing their views in meetings of experts to influence the conclusions of the meeting.

He pointed out also that the Workers' members of the Governing Body needed to consult the organisations concerned before they could come to a decision on the reports of the experts and it was difficult to carry out such consultation unless those organisations had had an opportunity of following the work of the meeting in question.

Mr. Jouhaux thought that it was an exaggeration to say that the observers influenced the conclusions of meetings of experts, particularly where general social problems were involved, as in the case at issue. Personally, he took the view that international organisations enjoying consultative status with the I.L.O. should not be refused permission to be represented by observers at a meeting of this kind.

Mr. Waline did not wish to give the Governing Body the impression that he was trying to prevent certain organisations, the importance of which he fully recognised, from attending given meetings. However, he was convinced, in the light of experience, that the presence of observers at meetings of experts did alter the character of such meetings and he hoped that Mr. Roberts would agree to withdraw his proposal.

Mr. Bergenström said that at a recent meeting of experts a great deal of time had been lost in academic discussion owing to the presence of representatives of international trade union organisations.

Mr. Roberts said that at the meeting in question Mr. Bergenström himself, as one of the Governing Body representatives, had taken up a great deal of the time of the meeting.

By 16 votes to 9, with 2 abstentions, the Governing Body decided to grant the request of the International...
Confederation of Free Trade Unions and the International Federation of Christian Trade Unions to be represented by observers at the third session of the Committee of Experts on Social Policy in Non-Metropolitan Territories (Lisbon, 7-19 December 1953).

Fifteenth Item on the Agenda

Programme of Meetings

Mr. Bergensström assumed from the information given to the Governing Body that the report of the Meeting of Experts on Systems of Payment by Results in the Construction Industry would be referred to the Building, Civil Engineering and Public Works Committee at its session in October. He wished to place on record his objection to the principle of transmitting reports of experts directly to other bodies without first submitting them to the Governing Body. He had not raised this question at the time when the dates of the meetings were fixed because he had thought that a Governing Body delegation would be present at the meeting of experts. In the absence of a Governing Body delegation, it was likely that the experts would not strictly observe the terms of reference laid down for them by the Governing Body.

He did not think that it was consistent with the responsibility of the Governing Body that reports of meetings of experts should be transmitted directly to other bodies and he hoped that the present case would not create a precedent.

The Governing Body approved the proposals in paragraphs 1, 2, 3 and 4 of the paper submitted under the fifteenth item on the agenda.

It took note of the information contained in paragraphs 5 and 6 and in the appendix.

Seventeenth Item on the Agenda

Appointment of Governing Body Representatives on Various Bodies (conclusion) 1

Asian Regional Conference (Tokyo, 14-26 September 1953).

On the proposal of the Workers’ group, the Governing Body completed the constitution of its delegation to the Asian Regional Conference as follows:

Workers’ group:
Mr. Roberts.
Mr. Shastri.

Substitutes:
Mr. Aftab Ali.
Mr. Delaney.

Sir Guildhaume Myrddin-Evans recalled that the Government group had proposed that either Miss Stemberg or Mr. Fafchamps should represent it at this Conference, according to circumstances. He now wished to confirm that Miss Stemberg would be the second representative of the Government group on this delegation.

The Governing Body took note of this information.

Building, Civil Engineering and Public Works Committee (Fourth Session, Geneva, 26 October-7 November 1953).

On the proposal of Sir Guildhaume Myrddin-Evans for the Government group, and of Mr. Waline for the Employers’ group, the Governing Body completed the constitution of its delegation to this session as follows:

Chairman and Government group representative:
Mr. Kaufmann (Switzerland).

Employers’ group:
Mr. Van Lint; Substitute: Mr. Kuntschen.

Coal Mines Committee (Fifth Session, Düsseldorf, 30 November-12 December 1953).

On the proposal of the Employers’ group the Governing Body completed the constitution of its delegation to this session as follows:

Employers’ group:
Mr. Fennema; Substitute: Mr. Van Lint.

Committee of Experts on Social Policy in Non-Metropolitan Territories (Third Session, Lisbon, 7-19 December 1953).

On the proposal of the Employers’ group the Governing Body completed the constitution of its delegation to this meeting as follows:

Employers’ group:
Mr. Gemmill; Substitute: Mr. Waline.

Special Tripartite Conference concerning Rhine Boatmen.

The Governing Body noted that on the recommendation of its Committee on Industrial Committees it had already decided not to appoint a delegation to represent it at this Conference.

Representation of the I.L.O. at the Eighth Regular Session of the General Assembly of the United Nations (Opening Date 15 September 1953).

The Director-General assumed that, as was customary, the Governing Body delegation would be available to attend the session in the event of problems arising which were of interest to the I.L.O., rather than standing by in New York for the whole session.

Mr. Roberts thought that a substantial number of items which were of direct interest to the I.L.O. would be coming up for discussion at the next session of the General Assembly. He wondered whether sufficient funds would be available to ensure the presence in New York for as long as would be necessary of the members of the Governing Body delegation, some of whom came from distant countries.

The Director-General said that the necessary funds would be available.

Mr. Delaney said that from the financial point of view it was desirable that the groups should nominate representatives who lived close to the site of the Assembly’s meeting and who could go to New York for the purpose of following given discussions and then return home. Having regard to these considerations, the Workers’ group had nominated him as one of its representatives,

1 See above, Minutes of the Third Sitting, p. 34.
together with Mr. Jouhaux, who was generally a member of his country's delegation to the Assembly.

Mr. C. E. Shaw said that the Employers also had taken account of that consideration in the past, but that on the present occasion the North American Employers' members of the Governing Body might not be available to serve on the delegation.

The Director-General said that the members of the delegation would be given sufficient notice to enable them to attend when their presence was necessary in connection with matters of interest to the I.L.O.

The Governing Body completed the constitution of its delegation to the Eighth Regular Session of the United Nations General Assembly as follows:

Employers' group:
Mr. Tata.
Mr. Bergenström.
Substitutes:
Mr. Taylor.
Mr. C. E. Shaw.

Possible Representation of the Governing Body at the Meeting of the Intergovernmental Committee for European Migration.

On the proposal of the three groups, the Governing Body appointed the following delegation to represent it at this meeting should circumstances so require:

Government group: Mr. Fafchamps (Belgium).
Employers' group: Mr. Fennema.
Workers' group: Mr. Jouhaux; Substitute: Mr. Roberts.

EIGHTEENTH ITEM ON THE AGENDA
Date and Place of the 123rd Session of the Governing Body

The Director-General said that provision should also be made in the draft programme of meetings for a meeting of the Committee on Freedom of Association and suggested that this should be held on the morning of Saturday 21 November, the meeting of the Committee on Standing Orders and the Application of Conventions and Recommendations being transferred to Wednesday 18 November at 10 a.m.

Mr. C. E. Shaw asked whether it would not be possible to arrange for the meetings of the Committee on Industrial Committees and of the International Organisations Committee not to be held simultaneously.

The Director-General said that the question was mainly a financial one and in view of the tight budgetary position it was difficult to make any alteration in the proposed programme. He suggested, however, that the meeting of the Committee on Industrial Committees should be moved up to Wednesday 18 November, although this would involve some extra cost.

Mr. Zempel suggested that as the Committee on Industrial Committees and the International Organisations Committees had several members in common, the Committee on Industrial Committees might be scheduled to meet on Thursday at the same time as the Technical Assistance Committee.

Mr. Delaney pointed out that if the meeting of the Committee on Industrial Committees were to be held earlier, several members of the Governing Body would have to travel some days earlier.

After an exchange of views in which Mr. Roberts, Sir Guildhaume Myrdind-Evans, Mr. Zempel and the Director-General took part, the Governing Body decided that its 123rd Session should be held in Geneva from Tuesday 24 to Friday 27 November 1953, and approved the proposed programme of meetings.

SIXTEENTH ITEM ON THE AGENDA

Election of Officers of the Governing Body

Election of Chairman.

Mr. Farman-Farmatan said that the Government group of the Governing Body had done him the honour of asking him to nominate on its behalf Mr. Malik, Pakistan Government representative, for the chairmanship of the Governing Body. He was glad to make this nomination on behalf of his own Government also since Mr. Malik represented a friendly neighbouring country with which Iran had had cultural relations and common ideas for many years past.

Mr. Malik, who had been unanimously nominated by the Government group, was well-known to all members of the Governing Body. He was Minister of Labour, Health and Public Works in Pakistan, and his high office, together with his personal experience of labour problems and of trade union activities, had fitted him admirably for the chairmanship of the Governing Body. In addition to his personal qualities, he also had wide parliamentary experience which would undoubtedly help him to preside over the Governing Body.

Mr. Malik had been connected with the I.L.O. for a number of years. In 1945 he had attended a maritime meeting in Copenhagen and had taken a very effective part in its proceedings. Since that time he had attended all the annual sessions of the International Labour Conference and had represented his Government at a number of the sessions of the Governing Body. The social improvements that he had carried out in his own country and his contribution to the work of the I.L.O., in which he sincerely believed, were a guarantee that he would conduct the proceedings of the Governing Body along the same lines as his predecessors.

Mr. Roberts, on behalf of the Workers' group, supported the nomination of Mr. Malik as Chairman of the Governing Body for the coming year.

While geographical considerations had to be taken into account in such matters and it was natural that a representative of one of the Asian countries should be selected, Mr. Malik also had a long association with labour matters and social problems. He himself had first met Mr. Malik in 1947 at the Preparatory Asian Regional Conference in New Delhi and had had a great respect for his character and his ability since that time.
The Employers knew that Mr. Malik was not only a man of great ability but was also impartial and extremely courteous and were satisfied that he would make an excellent Chairman.

Mr. Waline, on behalf of the Employers' group, had great pleasure in supporting this nomination. The Employers knew that Mr. Malik was not only a man of great ability but was also impartial and extremely courteous and were satisfied that he would make an excellent Chairman.

Mr. Abid Ali supported Mr. Malik's nomination and associated the Government of India with the remarks made by the previous speakers.

The Governing Body unanimously and by acclamation elected Mr. A. M. Malik, Minister of Labour, Health and Public Works of Pakistan, as its Chairman for 1953-54.

(Mr. Malik took the chair.)

The Chairman (Mr. Malik) thanked the Governing Body for the honour it had done both to himself and to his country. He also thanked the speakers who had been good enough to nominate him and to support his nomination.

His election was in fact an honour to the countries of Asia. It was a tradition of the Organisation to seek the Chairmen of the Governing Body from all parts of the world in order to help to maintain its prestige and honour. He regarded it as a great privilege to accept the mark of confidence which had just been offered to him by appointing him Chairman of the organ which was both the brain and the heart of the International Labour Organisation. If a choice had to be made between serving one's own country and serving humanity in general in the international field, he thought that everyone would choose the international field, because in serving the I.L.O. one served one's own country and one's own people both directly and indirectly. He would do his best to follow in the footsteps of his predecessors and relied on the help of all the members of the Governing Body in carrying out his duties. He would make every effort to be fair and just and to act always in accordance with the best interests of the Organisation, and he prayed for strength to go forward with his task.

Expression of Thanks to the Outgoing Chairman.

Mr. Kaiser said that the Government group wished to express its great appreciation for the distinguished manner in which Mr. Garcia Oldini had carried out his functions as Chairman. He had not only conducted the Governing Body's proceedings fairly, judiciously and efficiently, but had graced his office with his inimitable Latin charm. He had never allowed himself to be flustered by the heat of the debate and he had left a deep and lasting impression on all the members of the Governing Body. On behalf of the Government group, he wished to assure Mr. Garcia Oldini that he had gained the lasting affection of his colleagues and their sincere gratitude for his devotion to the cause of the I.L.O.

Mr. Roberts said that the Workers' group associated itself with the tribute paid to Mr. Garcia Oldini, whose fairness and smiling courtesy had been appreciated by everyone.

Mr. Waline associated the Employers' group with the tribute paid to Mr. Garcia Oldini. The Employers regretted that his chairmanship had been of such short duration, but were glad that he would remain their colleague. He himself had known Mr. Garcia Oldini since long before the war and had been happy to find that he still retained those of his former qualities which made him a truly international figure.

The Director-General, speaking on his own behalf and on behalf of the staff of the Office, thanked Mr. Garcia Oldini for his constant cooperation throughout the period of his chairmanship. Mr. Garcia Oldini had made the Office's work easier by his devotion to duty, and he shared the general satisfaction at the fact that Mr. Garcia Oldini would still be one of the members of the Governing Body.

He was convinced that the Office would enjoy the same pleasant co-operation with Mr. Malik as with his predecessor and was happy to congratulate him on his election.

The Chairman fully endorsed everything that had been said concerning the qualities of Mr. Garcia Oldini. After having seen the way in which he had conducted the proceedings, he had regretted that the Standing Orders prevented his reappointment as Chairman.

Mr. Garcia Oldini said that in the course of his chairmanship he had learnt the value of brevity. He would confine himself to thanking his colleagues from the bottom of his heart with all the emotion he felt on hearing the expressions of their kindly feelings towards him.

The session was declared closed at 7.35 p.m.

F. García Oldini.
APPENDIX I

Agenda

1. Approval of the Minutes of the 121st Session.
13. Composition of Committees.
15. Programme of Meetings.
17. Appointment of Governing Body Representatives on Various Bodies.
18. Date and Place of the 123rd Session of the Governing Body.
APPENDIX II

Second Item on the Agenda: Agenda of the 38th (1955) Session of the International Labour Conference

1. As members of the Governing Body are aware, it is necessary for the Governing Body at its present session to give preliminary consideration to the agenda of the 38th (1955) Session of the Conference. The Standing Orders provide that the Governing Body will normally consider the agenda for a session of the Conference at two successive sessions before taking a final decision on the inclusion of any item. By the Standing Orders of the Conference reports are required to reach governments not less than 12 months before the opening of the session of the Conference at which the questions are to be discussed; and the Standing Orders contemplate that, in order to allow the necessary time for their preparation and despatch, the final decision to place a question on the agenda will normally be taken 18 months before the Conference session. For these reasons the Governing Body is now invited to decide on what questions it wishes to have law and practice, reports so that it can, at its next session, take a final decision on the agenda of the 38th Session of the Conference.

2. The agenda of the 38th Session will necessarily include—
   - Report of the Director-General.
   - Financial and budgetary questions.
   - Information and reports on the application of Conventions and Recommendations.

3. It is probable that the questions of migrant workers (underdeveloped countries) and of vocational rehabilitation for the disabled will be carried over from the 37th (1954) Session of the Conference.

4. Before suggesting what new items might be added, it is desirable to remind the Governing Body, as it has become customary to do in recent years, of certain considerations which have to be taken into account in fixing the agenda of the Conference. It will be remembered that the view has frequently been expressed, both in the Governing Body and the Conference, that in determining the number of questions which can usefully be dealt with simultaneously by the Conference, one of the primary considerations is the practical possibility of effective national action for the ratification and application of Conventions and Recommendations. Experience has shown that the speed at which the work of ratification can successfully proceed is governed by the capacity of the competent authority in each State Member to discharge the obligations laid on it by the Constitution of the I.L.O.; and that adequate parliamentary examination of the Conference’s decisions is equally essential to the successful working of the Organisation. It has also to be remembered that legislation is not the only function of the Conference; it has to review the progress made by the Organisation in all its undertakings and particularly the progress made in operational activities.

5. The Governing Body has already decided that operational activities shall be reviewed at the 37th (1954) Session of the Conference by means of a report on technical assistance to be submitted to the Conference. The Governing Body may think it desirable to continue the practice of reviewing operational activities, and it is therefore suggested that technical assistance might be placed on the agenda of the 38th Session as a formal item, which would be dealt with by the Conference in the same manner as it deals with financial and budgetary questions and with information and reports on the application of Conventions and Recommendations. It will be recalled that it has in recent years become the practice to include financial and budgetary questions and information and reports on the application of Conventions and Recommendations on the agenda as specific items, in order to make possible the appointment of special advisers for these questions, and so to enable the Conference to deal with them without prejudice to its other work. The question of the frequency with which such an item should be included in the agenda could be decided later in the light of experience.

6. As the Governing Body is aware, the number of questions that have at various times been suggested for inclusion in the agenda is very large indeed. In deciding which questions he should draw special attention to, the Director-General was guided by three principles: first, that it was desirable that at every session the agenda should include at least one major question of wide general interest; secondly, that the I.L.O. should continue its effort to deal more fully with agricultural questions, bearing in mind that agriculture employs the greatest number of workers in the world; and, thirdly, that the interests of professional workers and salaried employees, who represent an increasingly large proportion of the working population, should receive fuller consideration than it had hitherto been practicable to give to them. At the same time, the Governing Body will not wish to overlook the importance of maintaining the I.L.O.’s position of leadership in new fields of social policy and will no doubt feel that the Organisation should not hesitate to make useful contributions in such questions as, for instance, housing, or human relations, merely on the ground that it would not seem possible, at any rate at the present stage, to deal with these questions effectively by means of the adoption of Conventions or Recommendations. The Director-General will keep these questions under close review and deal with them as appropriate in his Reports to successive sessions of the Conference. He will submit to the Governing Body more definite proposals for their treatment by the Conference when a suitable time seems to have come.

7. In the circumstances, the Director-General ventures to draw special attention to three questions which appear to be particularly deserving of early attention from the Conference—
   - Employment of young persons in agriculture.
   - Welfare facilities.
   - Protection of dockers against accidents.

   Employment of Young Persons in Agriculture

8. No Convention or Recommendation concerning child labour and young persons’ employment in agriculture has been adopted by the Conference since the Minimum Age (Agriculture) Convention, 1921, and the Night Work of Children and Young Persons (Agriculture) Recommendation, 1921. The employment of young persons in agriculture is an item on the agenda of the Fourth Session of the Permanent Agricultural Committee, whose report will be submitted to the present session of the Governing Body. It will also be recalled that the Third Session of that Committee (Geneva,
September 1949) adopted a resolution concerning health examination of children and young persons for fitness for employment in agriculture and that the 27th Session of the Conference (Paris, 1949) had adopted a comprehensive resolution concerning the health of children and youth. A ten-year report on the Minimum Age (Agriculture) Convention is now due, and the views of the governments on that report are expected to be available before the November Session of the Governing Body. If the Committee on Standing Orders and the Application of Conventions and Recommendations meets before that session, the Governing Body can have its views before taking a decision on the desirability of revising the Convention, or any other action. It is in any case suggested that the action of the Conference should not be limited to the prohibition of employment under a given age, but that it might be extended to a fundamental principle that labour service, amenities and facilities designed to meet the health of workers in all occupations and the provision of adequate protection for the life and health of workers in all occupations and the provision of adequate nutrition, housing and facilities for recreation and culture. It pointed out that it was desirable to encourage the establishment in undertakings of welfare facilities, much progress in this field has been registered in a number of countries. The time may therefore be ripe to lay down standards and specify some methods for the development of welfare facilities which would provide general guidance, especially for countries where the organisation of these facilities may still be in an early stage.

9. The forthcoming session of the Conference has before it proposals for the protection of the health of workers in places of employment, which refer to subjects such as ventilation, sanitary conveniences, and drinking water and washing facilities. It also has before it draft conclusions concerning holidays with pay, which include such points as workers' travel and summer courses, the utilisation of holidays at the place of residence, the provision of holiday accommodation, transport, information and guidance, the organisation of recreation, and the training of specialised staff for this last purpose. There is a close relation between these subjects and the general field of industrial welfare and well-being. Apart from these proposals, the only formal action which the Conference has taken in this field was the adoption of the Utilisation of Spare Time Recommendation in 1924, the Living-in Conditions (Agriculture) Recommendation in 1921, and the provisions concerning crèches, contained in the Maternity Protection Recommendation, 1932. In 1947 the Conference unanimously adopted a resolution concerning welfare facilities for workers. That resolution was drawn up at a time when the International Labour Organisation to further improve the conditions under which workers are employed. Lastly, the resolution requested the Governing Body to instruct the International Labour Office to expand its studies of the administration and working of such services, facilities and amenities, to consider the desirability of placing the question, or such aspects of it as may be appropriate, on the agenda of an early session of the Conference, and to refer to future regional conferences and to the Industrial Committees for consideration such aspects of the question as may present special problems in particular regions or industries. The Governing Body has already taken action requested concerning reference to regional conferences and Industrial Committees: aspects of industrial welfare have been the subject of resolutions adopted by the Coal Mines, Textiles, Building, Civil Engineering and Public Works, Petroleum and Plantations Committees and by the Asian Regional Conference at Nuwara Eliya in 1950. In another connection, industrial welfare has been touched upon by the Model Code of Safety Regulations for Factories, which contains suggested provisions on sanitation, water supply, housekeeping, cleanliness, ventilation and medical aid. It will be seen that the range of subjects covered by the General Conference and the Governing Body includes many welfare or well-being problems which are to some extent covered by the items on the agenda of the forthcoming session of the Conference concerning the protection of the health of workers and holidays with pay, as well as a wide range of other welfare questions as canteens, recreational facilities, good personnel management, convenient holiday arrangements, arrangements for obtaining food, recreational and social clubs, transport arrangements, educational arrangements, and nursing and medical assistance. It would seem natural that the Conference should continue its treatment of the subject and a precedent for its doing so is the adoption of the 1929 resolution concerning holidays with pay, as well as the adoption of the 1947 resolution concerning welfare in general.

10. The Conference might examine the more important welfare facilities, which are now a feature of the organisation of the larger industrial and other establishments, with a view to laying down minimum standards and indicating methods of their application. Since the adoption of the 1947 resolution concerning welfare or well-being it is clearly not an ordinary subject for the agenda of the Conference and, if definite results are to be obtained, it would obviously be necessary to isolate particular aspects for treatment.

11. Apart from the measures directly related to workers' safety and hygiene, which may be regarded as covered by earlier conference discussions, the following might be considered as essential welfare facilities: (a) feeding facilities which are a vital factor in the health and efficiency of the workers. The provision of suitable canteens, messrooms or other eating facilities gives workers, who spend all day or all night in factory or office, an opportunity to get proper food in pleasant surroundings and enables them to resume work with greater strength and energy; (b) rest and recreation facilities which have a direct bearing on industrial welfare. The provision of rest rooms and other facilities such as seats for reducing strain and fatigue, the supply of amenities for reading and discussion, sports and games, music and other entertainments play an important part in increasing physical and intellectual well-being; (c) transport arrangements for workers residing in areas far removed from their workplaces when public transport facilities are inadequate, and the organisation of these facilities may still be in an early stage.

1 For the text of this resolution, see Minutes of the 10th Session of the Governing Body, Appendix IX, p. 211.
3 For the text of this resolution, see ibid., Vol. XXX, No. 1, 31 July 1947, p. 74.
housing facilities in developing urban centres with insufficient suitable accommodation for an increasing population.

12. The report to be submitted to the Conference might consider the various measures taken in the different countries for the provision of these facilities. The report might also consider the problem of financing welfare facilities; in some countries in certain types of industries, for instance, welfare funds are set up for financing welfare amenities.

13. The action of the Conference on the subject might take the form of a Recommendation laying down the minimum standards of the above facilities and specifying the measures to be adopted for the proper development of such facilities.

Protection of Dockers against Accidents.

14. The Governing Body will recall that the protection of dockers against accidents was the subject of a Convention adopted in 1929 and revised in 1932 and that it was dealt with in a report submitted to its 120th Session (Geneva, November 1952). In 1951 the Committee of Experts on the Application of Conventions and Recommendations and then the Conference were required to examine reports submitted by States Members in accordance with article 19 of the Constitution on the revised Convention. Moreover, in accordance with the provisions of both Conventions, the Director-General communicated to governments on 10 December 1951 a draft ten-yearly report on the working of the two Conventions. Appended to this draft were proposals for the amendment of the revised Convention made by the International Transportworkers' Federation; and these proposals were again placed before the Governing Body at its 120th Session. As members of the Governing Body will see from the report of the Committee on

1 See International Labour Conference, 34th Session, Geneva, 1951, Summary of Reports on Unratified Conventions and on Recommendations.

2 For these proposals, see Minutes of the 115th Session of the Governing Body, Appendix II, pp. 64-65.
APPENDIX III

Third Item on the Agenda: Report of the 23rd Session of the Committee of Experts on the Application of Conventions and Recommendations

1. The Committee of Experts on the Application of Conventions and Recommendations held its 23rd Session in Geneva from 16 to 28 March 1953. The Committee adopted a report which, in accordance with the usual practice, has been printed as a Conference document.

2. The Committee had to examine the following questions:

(a) Reports submitted by governments on ratified Conventions (article 22 of the Constitution) including reports relating to the application of the Conventions in non-metropolitan territories.

(b) Information submitted by governments under article 19 of the Constitution on the action taken to submit to the "competent authorities", for the enactment of legislation or other action, the Conventions and Recommendations adopted by the 31st (1948), 32nd (1949), 33rd (1950) and 34th (1951) Sessions of the Conference.

(c) Reports submitted by the governments under article 19 of the Constitution on three unratified Conventions and on one Recommendation selected by the Governing Body.

3. The attention of the Governing Body is drawn in particular to the following points raised by the Committee of Experts.

4. As regards the application of Conventions in non-metropolitan territories, it will be noted in the first place that the Committee appended to its report a document drawn up by the Office containing all the declarations of application to non-metropolitan territories that have been communicated either to the Secretariat-General of the League of Nations up to 1946 or to the Director-General of the I.L.O. since that date. The Committee asked the governments concerned to "be so good as to check the relevant information and communicate to the International Labour Office any comments they may have to make on the contents of this document" (paragraph 33 of the Committee's report).

5. The Committee of Experts felt called upon in this connection to draw the attention of governments to the constitutional obligation under which States Members responsible for the international relations of non-metropolitan territories "shall as soon as possible after ratification communicate to the Director-General of the International Labour Office a declaration" under article 35, paragraph 2 of the Constitution. It considered "that it would be perhaps possible for the Office to seek to obtain from governments, as soon as possible after ratification of a Convention, a declaration indicating the degree to which the government concerned envisaged applying the Convention concerned to its non-metropolitan territories. Any action along the above lines might be supplemented by appropriate action to encourage governments to modify their previous declarations or reservations wherever local conditions so permit" (paragraph 33 of the Committee's report).

6. The Committee of Experts further suggested "that the Governing Body examine the possibility of inviting Members to submit to the Office a declaration specifying which are the territories for whose international relations they are responsible and which, for the purposes of article 35 of the Constitution, should be classified as non-metropolitan territories. In making such a declaration the governments concerned might undertake to keep the Office informed of any changes which might arise in respect of the constitutional status of such territories. It would be particularly valuable if such declarations also stated which among the territories named are territories which should be regarded as falling within the scope of paragraphs 4 and 5 of article 35 of the Constitution" (paragraph 38 of the Committee's report).

7. The Committee of Experts also raised a certain number of points concerning the submission to the competent authorities of the Conventions and Recommendations adopted by the Conference.

8. The Governing Body will note in this respect that, in accordance with the request put forward by the Conference Committee on the Application of Conventions and Recommendations (35th Session, 1952), the Committee of Experts included in its report a new appendix, containing for each of the countries concerned observations as regards the information communicated on the submission of Conference decisions to the competent authorities, as well as certain requests for supplementary information.

9. The Committee of Experts found it necessary in this connection to "call the attention of the Governing Body to . . . cases of States which consistently ignore the obligation imposed on them by article 19 of the Constitution, paragraphs 5 (c), 6 (d), 7 (a) and 7 (b), (iii)—namely to "inform the Director-General of the International Labour Office of the measures taken . . . to bring the Convention (or the Recommendation) before the said competent authority or authorities, with particulars of the authority or authorities regarded as competent, and of the action taken by them"" (paragraph 45 of the Committee's report).

10. The Committee of Experts also considered that "according to a strict interpretation of the provisions of article 19 of the Constitution, States which become Members of the Organisation are required to submit to the competent authorities only the decisions adopted by the Conference after their admission to the Organisation . . . . It appears desirable that an effort should be made to secure the submission to the competent authorities in such cases of at least the more important of the decisions taken by the Conference before such States became Members of the Organisation. As regards States Members which did not belong to the Organisation since it was first established, the International Labour Office might be invited to call the attention of governments to the desirability of submitting to the competent authorities, within a reasonable period, certain of the basic Conventions and Recommendations adopted by the Conference before their admission to the Organisation. As regards States which may in future apply for admission to the Organisation,
the Governing Body and the Conference might consider the possibility of negotiations being undertaken with them at the time to secure assurances that they will submit to their competent authorities, within a reasonable period, certain of the basic Conventions and Recommendations previously adopted by the Conference” (paragraph 47 of the Committee’s report).

11. Finally, the Committee of Experts suggested that “the Governing Body should examine the possibility of establishing for States Members a form or memorandum setting out the various points on which information is to be supplied” as regards the measures taken to submit to the competent national authorities the Conventions and Recommendations adopted by the Conference (paragraph 48 of the Committee’s report).

12. The Governing Body is invited to take note of the various questions to which attention is drawn above and will no doubt think it desirable to refer them to its Committee on Standing Orders and the Application of Conventions and Recommendations for examination, particularly as regards the points mentioned in paragraph 6 (possibility of inviting States Members to submit to the Office a declaration specifying which are the territories to be classified as non-metropolitan territories), paragraph 9 (case of States which fail to discharge the constitutional obligation to inform the Director-General of the International Labour Office of the measures taken to bring Conventions and Recommendations before the competent authorities), paragraph 10 (measures to be taken to induce new States Members to submit to their competent national authorities certain of the Conventions and Recommendations adopted before their admission to the Organisation) and paragraph 11 (possibility of establishing for States Members a form or memorandum on the obligation to submit Conventions and Recommendations to the competent authorities).
Fourth Item on the Agenda: Report of the Fourth Session of the Permanent Agricultural Committee

1. In accordance with the decision taken by the Governing Body at its 129th session (Geneva, November 1952), the Permanent Agricultural Committee held its Fourth Session in Geneva from 6 to 16 May 1953.

2. The agenda of the session had been fixed by the Governing Body as follows:
   I. Vocational training in agriculture.
   II. Employment of children and young persons in agriculture.
   III. Contribution of the I.L.O. to international action in respect of land reform.

3. The report of the session is appended. The Governing Body is invited to take note of this report.

4. In dealing with the first item on the agenda, the Committee stressed the importance of programmes of vocational training in agriculture as a part of the efforts to raise levels of production and of productivity, to ensure an adequate and efficient labour force in agriculture with a progressively improving standard of living, and to offer to rural youth training and employment opportunities equivalent to those offered to workers in other occupations. The Committee recognised and took account of the difference between the conditions of the economically developed and the economically underdeveloped countries, and underlined the necessity for the training to correspond to the needs of the various categories of farmers and farm workers. The Committee unanimously adopted detailed proposals containing recommendations on principles, methods and other related aspects of vocational training in agriculture taken in the broad sense of training in and preparation for agricultural and related occupations.

5. Recognising that the I.L.O., F.A.O., U.N.E.S.C.O., and other international organisations are jointly interested in vocational training in agriculture as interpreted in the proposals it adopted, the Committee in a unanimous resolution further stressed the need for the international agencies, each in its proper field, to co-operate and to co-ordinate their activities in the carrying out of vocational training programmes for rural people.

6. The Governing Body is invited to authorise the Director-General to communicate these recommendations and this resolution to the governments of States Members.

7. Suggestions will be submitted to the Governing Body in due course upon the Conference action that the Governing Body might wish to initiate in respect of this question.

8. In respect of the second item on its agenda employment of children and young persons in agriculture, the Committee dealt with the questions of minimum age, medical examination to determine fitness for employment, hours of work and night work, rest periods and holidays, and with the necessary administrative provisions regarding the enforcement of the relevant laws and regulations relating to the employment of children and young persons in agriculture and to school attendance. The Committee stressed, in this connection, that the primary objective of regulating the employment of children and young persons in agriculture was to afford them full opportunity of education and to protect them during the years of their physical development. With this end in view the Committee unanimously adopted the proposals contained in its report, making detailed recommendations to serve as guiding principles on the subject.

9. The Governing Body is invited to authorise the Director-General to communicate these recommendations to the governments of States Members.

10. As for the Conference action which the Governing Body might wish to initiate upon this question, attention is drawn to the proposals submitted by the Director-General at the present session concerning the agenda of the 38th (1955) Session of the International Labour Conference1, with special reference to the questions which appear to be particularly deserving of early attention from the Conference.

11. In dealing, finally, with the contribution of the I.L.O. to international action in respect of agrarian reform, the third item on its agenda, the Committee, while recognising that it was highly desirable that the I.L.O. should take full part in the current concerted programme of international action, was of the opinion that there was wide scope for the I.L.O. in this field within its proper programme of work and that the I.L.O. should, in particular, seek to bring out and pay attention to the human and social aspects of agrarian reform. The Committee stressed that in order to be fully effective the action of the I.L.O. should be based on a long-term programme which should be closely co-ordinated with that of other international agencies, particularly the Food and Agriculture Organisation and the United Nations. The Committee further stressed the importance of constant contact and exchange of views between the I.L.O. and other institutions and the desirability of co-operation between the various agencies in studies, investigations, and operational activities, including, in appropriate circumstances, actual joint work in each of these phases. The Committee unanimously adopted the proposals embodied in its report setting out its recommendations concerning the I.L.O. programme of work on this subject.

ANNEX

Report of the Fourth Session of the Permanent Agricultural Committee

I. The Permanent Agricultural Committee held its Fourth Session at the International Labour Office in Geneva from 6-16 May 1953.

2. The agenda of the session was as follows:
   I. Vocational training in agriculture.
   II. Employment of children and young persons in agriculture.
   III. Contribution of the I.L.O. to international action in respect of land reform.

3. The Governing Body was represented at the meeting by a delegation composed of three of its members, one from each group.

1 See above, Appendix II.
4. The session was opened by Mr. Jef Rens, Deputy Director-General of the International Labour Office, who welcomed the participants and stressed the importance attached by the International Labour Organisation from its very early days to the social and economic problems which relate to the living and working conditions of all categories of agricultural workers, including the semi-independent and the self-employed, with due regard to the particular nature of agriculture and to the economic and social structure of the rural community. Although agricultural questions had come to the forefront and were increasingly gaining importance, as was evidenced by the more recent activities of the Organisation both on the regional and on the international levels, there still remained a very wide scope for action, and high priority would therefore be accorded to these questions in the programme of work of the Organisation in the future. Essentially, agriculture was faced today by the need, on the one hand, to expand agricultural production to meet the requirements of a constantly increasing population, and, on the other hand, to assure the agricultural population of a higher standard of living. These two problems were closely inter-related, and the one could not be solved without paying attention to the other. Whereas the first was one largely within the domain of F.A.O., the second was of more direct concern to the I.L.O. As the problems themselves were inter-related, so the work of the two Organisations in the field of agriculture should be co-ordinated to the fullest extent, in order to arrive at satisfactory solutions.

5. The Committee unanimously elected Mr. Romulo A. Ferrero as Chairman, and Mr. H. S. M. Ishaque as Vice-Chairman.

6. The Committee appointed the following persons as Reporters: Mr. A. N. Jha, Mr. Louis J. Ducoff (First Item), Mr. R. L. J. Larcheveque (Second Item), Mr. J. Gonçalves de Souza (Third Item).

7. The Committee then proceeded to the consideration of the items on its agenda one by one.

I. Vocational Training in Agriculture

8. The Committee took up discussion of this question, on the basis of the report prepared by the Office.

9. The Committee recognised that the I.L.O. had a special interest in the field of vocational training in agriculture taken in the broad sense of training and preparation for agricultural and related occupations, and in the use of training methods to improve employment opportunities and the utilisation of labour, to raise living standards and to improve the conditions of rural workers whatever their legal relationship to the land.

10. In connection the Committee noted also the important work being carried out by F.A.O., particularly in the field of popularisation.

11. The Committee was unanimous in its expression of the urgency of measures to provide improved training for farmers, farm workers and prospective farmers and farm workers. It stressed the benefits that would be derived by the farm population in terms of better living resulting from increased productivity, as well as the urgency of improving technical efficiency in order to meet the world’s needs for increased supplies of agricultural products. The Committee’s concern, however, was with the examination of principles, methods and related aspects of vocational training, and the Committee did not examine the types of international action which the Governing Body might deem appropriate to initiate.

12. In dealing with this item, the Committee recognised and took account of the fact that the types of training programmes would have to vary widely between the economically developed and underdeveloped countries.

13. In the course of its deliberations, members of the Committee drew attention to the following aspects of vocational training:

(a) Training given should correspond to the needs of the various categories of farmers and farm workers and where necessary special attention be devoted to the problems of hired workers and small farmers.

(b) It was important for the agricultural population that adult education and training be provided. It was particularly important to follow up an initial period of training with advice and training throughout the active life of the farmer or farm worker. In the case, for example, of areas with a low degree of literacy, adult literacy classes were necessary. Extension services were an integral part of adult education.

(c) It was necessary for rural youth to receive a good general education equivalent to that received by other children. This education should take account of their present and prospective surroundings.

(d) In view of the important part played by women in agricultural undertakings, it was desirable fully to develop training in farm home management for young girls. There was a need for instructors competent to impart to other skills which could be usefully employed.

(e) In addition to adequate qualifications in theoretical training and practical experience, agricultural instructors and advisers should have an understanding of, and sympathy for, rural problems.

(f) At the international level, special importance was attached to the exchange of teachers and research personnel, of selected young farmers and farm workers, and of information, and to international assistance for the expansion of programmes of agricultural training in the developing countries.

14. These and other points were borne in mind in the proposals which the Committee finally adopted unanimously. These proposals will be found below (Appendix A).

15. The Committee recognised that F.A.O., U.N.E.S.C.O., the I.L.O., and other international organisations were jointly interested in vocational training in agriculture as interpreted in the proposals adopted by the Committee. The Committee therefore adopted a resolution calling upon the several international agencies, each in its proper field, to co-operate and to co-ordinate their activities in the carrying out of vocational training programmes for rural workers. The resolution will be found below (Appendix B).

II. Employment of Children and Young Persons in Agriculture

16. The Committee took up this item on the basis of the report prepared by the Office and dealt with the questions of minimum age, medical examination to
determine fitness for employment, hours of work and night work, rest periods and holidays, and with the necessary administrative provisions for ensuring the enforcement of the relevant laws and regulations relating to the employment of children and young persons in agriculture and to school attendance.

17. The Committee in this connection took note of the Minimum Age (Agriculture) Convention, 1921, Night Work of Children and Young Persons (Agriculture) Recommendation, 1921, the Holidays with Pay (Agriculture) Convention, 1952, and Holidays with Pay (Agriculture) Recommendation, 1952, as well as the resolutions adopted by the Permanent Agricultural Committee at its Third Session, 1949, regarding respectively the compulsory medical examination for children and young persons for fitness for employment in agriculture, and hours of work in agriculture. 1

18. The Committee recognised the wide differences in the problems raised by the employment of children and young persons in agriculture in economically advanced and economically underdeveloped countries and further took account of the variations necessary in the treatment of the problem in relation to children and young persons engaged in work on family undertakings. The Committee recognised that, while in general it might not be possible to apply these regulations, other attention to regulations, to family undertakings, particular attention needed to be given to the problems of regulating the employment of children and young persons in large-scale undertakings.

19. The Committee stressed that the primary objective of regulating the employment of children and young persons in agriculture was to afford them full opportunity of education and to protect them during the years of their physical development.

20. With this end in view the Committee was of the opinion that children under a certain age should not normally be employed in agriculture save outside the hours or periods fixed for school attendance, and that their employment outside school hours or periods should not be such as to prejudice their school attendance or their health and safety.

21. The Committee also emphasised the desirability of providing school facilities and of developing regulations for free compulsory education as soon as possible for all children under the minimum age prescribed for their admission to employment.

22. The Third Session of the Permanent Agricultural Committee having fully dealt with the question of medical examination to determine fitness for employment, the Committee felt that it was not necessary to discuss this point at any further length.

23. In respect of hours of work of children and young persons, the Committee felt that the relevant regulations should take account of the hours of work compatible with the physical, recreational and educational needs of the young persons concerned.

24. In regard to rest periods and holidays for young persons employed full time in agriculture, especially in large-scale undertakings, the Committee felt that suitable daily breaks, weekly rest periods and annual paid holidays of sufficient duration should be provided in order to enable such young persons fully to recuperate.

25. Finally, the Committee considered in detail the necessary administrative provisions for ensuring the enforcement of laws and regulations on the subjects considered under this item, as well as methods of supervision, and stressed in this connection the desirability of the collaboration of a whole range of public and private bodies concerned with the welfare of children and young persons as well as of parents, of the organisations of farmers and farm workers and of the public in general.

26. In dealing with this item the Committee was concerned with the formulation of certain guiding principles regarding the regulation of the employment of children and young persons in agriculture, but did not consider the nature of the international action that the Governing Body might deem appropriate to initiate.

27. In conclusion, the Committee unanimously adopted the proposals which are appended to the present report (Appendix C).

III. Contribution of the I.L.O. to International Action in Respect of Land Reform

28. The Committee took up the discussion of this question on the basis of the report prepared by the Office, and noted that its advice was specifically requested on the contribution that the I.L.O. might make to international action through its studies and other activities, and through its participation in the concerted programme initiated by the United Nations and the specialised agencies.

29. The Committee took note of the resolution adopted by the Economic and Social Council and endorsed by the Governing Body of the I.L.O. at its 117th Session, 2 and was gratified to see that the various agencies concerned, together with the I.L.O., had already started joint work by issuing a consolidated questionnaire and by making the necessary arrangements for the co-ordination of their work.

30. The Committee was of the opinion that it was necessary to make a distinction in the use of the terms "land reform" and "agrarian reform", the former sometimes being taken in a restrictive sense to mean mainly the redistribution of land by the public authority, whereas the latter involved a complex of interrelated questions such as those enumerated in the resolution adopted by the Economic and Social Council. The Committee therefore, in its discussions and proposals, preferred the use of the term "agrarian reform" as being more in line with the objective of the item under consideration.

31. The Committee was unanimous in stressing the importance of the effects of agrarian structures from both an economic and a social point of view, and in recognising the vital concern displayed by countries in various parts of the world in agrarian reforms.

32. In dealing with this item and in order to place its conclusions in their proper perspective, the Committee heard accounts of national experiences given by individual members, which cast light on the various aspects of the problem and brought out the wide variety of situations in different countries.

33. The Committee also had the opportunity of hearing from the representative of the Food and Agriculture Organisation an account of the activities undertaken by it in the operational field as well as in the studies and investigations connected with this problem.

34. The Committee in this connection stressed the paramount importance of the close co-ordination of the activities of the I.L.O. with those of the other international agencies, more particularly F.A.O. and the United Nations, and the necessity of constant contact and exchange of views and, as appropriate, initiation of actual joint work.

35. While recognising that it was highly desirable that the I.L.O. take full part in the current concerted programme of international action, the Committee was of the opinion that there was wide scope for the I.L.O. in this field within its proper programme of work and that the I.L.O. should, in particular, seek to bring out and pay attention to the human and social aspects of agrarian reform.

1 For the text of these resolutions, see Minutes of the 116th Session of the Governing Body, Appendix IX, pp. 192-193 and 190-191.

2 See Minutes of the 117th Session of the Governing Body, pp. 77-78, and Appendix XV, pp. 116-117.
The Committee felt that the studies and other activities undertaken by the I.L.O. in respect of living and working conditions of the various categories of agricultural workers, as part of its regular work, should, where appropriate, also contribute to action relating to agrarian reform.

It was considered that the I.L.O. could make an effective contribution towards the general study and action programme related to agrarian reform by studying the impact of various systems of land tenure and tenancy on security of employment in agriculture and on the living and working conditions of the various categories of agricultural workers affected. It was also considered desirable that the I.L.O. should study the effects of agrarian reform on the over-all social and economic conditions in those countries where such reforms have been undertaken.

Particular stress was also laid by the Committee on the contribution which the I.L.O. might make in connection with the employment aspects of agrarian reforms, including such problems as underemployment and unemployment in agriculture, and training in and preparation for agricultural and non-agricultural occupations.

The importance of the development of all types of free co-operative organisations was stressed and it was considered that studies should be made of the most effective means by which such organisations could be used in connection with agrarian reform projects. There was particular scope for pilot projects and other forms of technical assistance in this field.

These and other considerations were included in the proposals which were unanimously adopted by the Committee and are included in Appendix D appended to the report.

The Committee unanimously adopted the report and its Appendices.

APPENDIX A

Proposals Concerning Vocational Training in Agriculture

The Permanent Agricultural Committee of the International Labour Organisation,

Considering that:

In order to meet the world's needs for increased supplies of agricultural products it is urgently necessary to raise levels of production and the productivity of labour in agriculture both in advanced and under-developed areas of the world;

There exists knowledge of techniques of production and of improving output and labour productivity in agriculture which could be raised;

Increasing attention is being given to programmes of training in agriculture as a part of national efforts to raise levels of production and of productivity, to ensure adequate and efficient labour force in agriculture with due regard to sound land-use policies and trends in agricultural production and techniques. Particular account should be taken of the different categories of farmers and farm workers for whom training is intended; the type of their knowledge of efficient farming practices; and the degree of their physical and cultural isolation.

Agricultural training programmes should be interrelated with other measures designed to improve productive efficiency, to raise the social, cultural and living conditions of the agricultural population which is receiving training, the expenditure on trainees per head, and the relationship between vocational training in agriculture and other occupations.

Vocational training programmes in agriculture should be designed to meet the special needs of the persons engaged or to be engaged in agriculture, with due regard to sound national policies and trends in agriculture, production and techniques. Particular account should be taken of the different categories of farmers and farm workers for whom training is intended; their type of knowledge of efficient farming practices; and the degree of their physical and cultural isolation.

In areas where, because of population pressure on the land or other pertinent factors, there are shifts of population from farm to non-farm occupations, special attention should be given to the provision of knowledge and skills required by the people affected or likely to be affected by such shifts.

Training should be related to the land and equipment with which the trainee has to work or is likely to work, and to the type of farming, agrarian structure, and region within which he is or will be working.

Every endeavour should be made to associate the farm and village population actively with the training programmes. Particular reference should be had to the part that community leaders, progressive farmers and groups might play in this connection. With these ends in view, care should be taken to select appropriate training projects that elicit the support of the rural population and their organisations.

Close collaboration should be maintained between the farming profession and technical and vocational schools and training institutes, where possible by the inclusion of farmers and farm workers in the governing bodies or advisory bodies which operate such training establishment or as members of the training staff.

11. (a) Local, regional and national advisory committees should be established to ensure collaboration among the competent administrative authorities, public or private technical and vocational educational institutions, employment leaders, progressive farmers and groups, in particular the occupational organisations of farmers and farm workers, where they exist.

(b) These committees might advise the competent authorities (i) on the promotion and co-ordination of public and private action in regard to vocational training programmes in agriculture; (ii) on the drawing up of curricula and the adjustment of such curricula to changes in practical farm requirements; (iii) on measures to ensure that the training of trainees shall provide a thorough training, both theoretical and practical, in the type of farming concerned and familiarise the trainee with ways of dealing with production, economic and related problems likely to arise.

12. Steps should be taken to relate the curricula of general schools in rural areas to the needs of rural youth.
and adults, so that the school becomes a functional part of the community; and, where appropriate, to develop an understanding of farm work, which at the same time taking all possible measures to give young persons in rural areas an education equivalent to that given to urban youth.

13. As a rule, specialised vocational training courses in agricultural and village life should be delayed until after a sound general education has been given. In certain areas, however, it may be advisable to secure an occupational training by means of a practical general education given, where appropriate, in functional schools.

14. Attention should be given to the degree of priority to be given to literacy as part of a programme of training. Where continuous post-primary training courses exist, consideration should be given to the amount of formal instruction to be received by trainees, having regard for any advancement in the primary education given by the establishment of adult training centres. In selecting the appropriate methods of training due consideration should be given to the following exact one:

- Village self-help betterment schemes have been successfully undertaken in certain areas, in conjunction with public and private agencies, to train for both agriculture and village life.
- Short courses have proved useful for training in specialised farm operational skills, for bringing farmers up to date in modern methods of agriculture, and may be especially adaptable to situations where there are shortages of instructional facilities.
- Courses given in winter schools have developed as a means of giving classroom instruction in agricultural sciences where the educational background of the students is such as to enable them to benefit from this type of instruction, and where there is a seasonal decline in farm activities.
- Post-primary agricultural and practical farm schools, giving more advanced courses extending over a period of one year or longer, have been designed to train students who have finished their elementary education or who may have had some practical farm experience; practical farm schools have been particular useful in teaching the arts of and economic principles involved in farm management.
- Settlement schools have been used to train settlers in new areas of cultivation.
- Agricultural apprenticeship courses are developing in areas where modern methods of agriculture are widely prevalent in order to make available a supply of skilled workers.
- Where specialised agricultural regions have come into being, schools and institutions for training workers for that particular branch of agriculture or for the processing of its products have become necessary.
- Secondary schools giving agricultural courses have developed in most of the advanced countries and have usually confined their agricultural instructions to a preparation for vocational training proper, which would be taken at the college level or at the stage of practical training on a farm.
- On-farm training has been successfully used where the trainees have already received a thorough pre-vocational education, or in cases where it is necessary to give them an up-to-date practical knowledge of farm operations as a part of farm management.
- Continuation courses are complementary to apprenticeship courses and have been designed to impart a knowledge of principles and practice of farm management.
- Where large-scale estates or co-operative holdings exist it has become necessary to organise courses of training on these holdings for farm personnel.
- Courses in home economics and household training made available to farm women according to their particular needs have proved particularly beneficial.

16. Special reference must be made to the importance in the general field of agricultural education of extension (or advisory) services which are designed to carry the results of research and of modern methods of farming to farmers and farm workers and to keep research in agriculture and farm management in touch with the farm population. Extension services may operate efficiently by means of visits and practical demonstrations of desirable practices followed on private farms, as experiments in farmers' fields, and in the use of itinerant schools, the radio, posters and publications. In economically underdeveloped areas the possibility should be considered of establishing more demonstration farms provided with residential facilities for farm trainees who in certain cases may be able to learn while they work.

Emphasis should be given in the extension programme to rural community centres which actively demonstrate agricultural and practical farm training to the settlers, the farming population and which, for example, carry out nutrition and health instruction, collect model dwellings and act as a cultural and educational centre of instruction.

Agricultural training should not be undertaken in conjunction with the techniques of agricultural production but also serve as a means of preparation for better rural living. Extension services have an important part to play in the organisation of community and youth activities that develop leadership for the rural population, increase its receptivity to new ideas and stimulate the spirit of enterprise. Agricultural training should be considered as a continuing process and extension services may be viewed as a means of carrying on the education of farmers throughout their farming careers.

17. (a) Vocational training in agriculture should include appropriate practical training on farms. This might be given on practical farm schools run on economic lines or otherwise, the home farm or other farms; it should be supplemented by stipulated courses of related instruction; land and village development projects; large-scale and co-operative undertakings. Use might also be made of facilities for farms which train younger persons with the various aspects of a going farm enterprise.
(b) In so far as possible, this practical farm training should, among other things, be aimed at training in farm management, including the development of good judgment in the planning and carrying out of technical aids in production, safety measures, and the keeping of farm business records.

18. Emphasis should be given to providing rural women and girls with the knowledge necessary for their more effective participation in rural and farm life, including training and demonstration in the arts of home making and farm home management.

III. Training of Instructors

19. (a) In view of the importance of qualified teaching staff in agricultural training, particular attention should be paid to the standards required of these personnel, while at the same time having regard to any need there might be for a rapid extension of training programmes in general. Teaching and training personnel should be given a status commensurate with their responsibilities.
(b) Where possible, instructors responsible for theoretical courses should be recruited from among persons possessing academic qualifications in the subject of instruction.
(c) Instructors responsible for practical courses should be recruited from among persons qualified by extensive practical experience of the subject they teach and should also be qualified as regards sufficient theoretical knowledge of their subject and other subjects required.

Similarly, advisory personnel should have practical experience in farm work, and with farm communities.

20. The following methods should be taken into consideration with a view to improving the qualifications of instructors and advisers and keeping their knowledge up to date: (a) the organisation of special courses for instructors and advisers, short holiday courses and group discussions of training problems;
Co-ordination Training Programmes

22. Attention should be paid to the proper co-ordination of general education with the agricultural and other vocational training programmes. As a phase of this, suitable secondary or equivalent education should be made available to youth enabling them to proceed to higher levels of training.

23. The work of the various public and private institutions in each country which deal with vocational training should be co-ordinated while ensuring free play to initiative and adaptability to the requirements of the different types of farming, regions and localities.

24. (a) The effective working of a training programme in agriculture presupposes an efficient rural public administration capable of co-ordinating agricultural training programmes with other government activities in this field.

(b) The major objectives of a training programme in agriculture are to secure improved efficiency in production and improved standards of living for those who work on the land. In order to produce fully effective results the training programme should, therefore, be closely related to the establishment of sound policies of land and water use, to the provision of appropriate security for those who work on the land, to adequate marketing facilities and the collection of adequate statistical information on agricultural output, social conditions, and manpower.

(c) Where necessary and possible, measures should be taken to afford trainees who have completed their training, having regard to the status and incomes of their training, the formative value to young persons and to some extent to children deriving from practical farm work and the need to expand programmes of vocational training for rural people in order to avoid duplication of effort and to give the widest possible coverage to such programmes.

APPENDIX B

Resolution Concerning International Co-operation in the Field of Vocational Training in Agriculture

The Permanent Agricultural Committee of the I.L.O., having agreed to recommend certain principles with respect to vocational training in agriculture:

Considering that, while progress has been made in some countries to regulate the employment of children and young persons in agriculture, in other countries such children and young persons are still employed under conditions that are harmful to their health and full development;

Considering further that the physical development, education and suitable vocational training of the youth of rural areas are basic factors to the economic progress, increased labour productivity and improved standards of life that are necessary to the agricultural populations and prosperity of the countries concerned;

Recognising the peculiar character of agricultural work and the formative value to young persons and to some extent to children deriving from practical farm work;

Recognising further that although many children and young persons are engaged in work on family undertakings, there are also a considerable number employed as wage earners; and

Recognising finally the wide differences in the problems raised by the employment of children and young persons in agriculture in economically advanced and economically underdeveloped countries;

Recommends the following principles:

I. Minimum Age

A. General Provisions

1. With due regard to the Minimum Age (Agriculture) Convention, 1921, children under 14 years of age or young persons over 14 years of age who are required by the laws or regulations in force to attend school should not be employed in agriculture save outside the hours or periods fixed for school attendance or for limited periods of light seasonal work as permitted by decision of the competent authority. National laws and regulations should fix the minimum age of admission to employment with relation to the age covered by regulations for compulsory free education where such regulations exist.

2. Except as governed by school attendance laws and regulations, exceptions to this rule might be made...
for children working in the family undertaking under the direct supervision of parents.

3. If children and young persons are employed outside the school term, full-time employment should be avoided, such as to prejudice their attendance at school and should be limited to light work which does not involve risks to their health and safety, as may be defined by the competent authority in each country.

4. Whenever practicable, and in any case in large-scale undertakings, a higher age than the minimum age prescribed by the competent authority should be fixed for the performance by children and young persons of any agricultural work which by its nature or the conditions in which it is carried on should be considered as dangerous to the health and safety of young persons employed in it. In large-scale undertakings, at least, appropriate instruction by qualified persons as to safe methods of work should be given to all young workers before they undertake such employment.

5. Where in economically underdeveloped countries school regulations are lacking and school facilities are insufficient for children in rural areas, laws and regulations should fix an appropriate age of admission to full-time employment in agriculture, particularly in large-scale agriculture, taking into account the nature of the work ordinarily performed by children and all other relevant factors. It is desirable that school facilities should be provided and regulations for compulsory free education be developed as soon as possible for all children under the prescribed minimum age of admission to employment.

6. Where under minimum age and compulsory school attendance regulations exceptions are provided which arise from economic need, attention should be directed to eliminating such exceptions whenever practicable and as rapidly as possible through provision of economic assistance such as free or low-cost school meals, scholarships, free or low-cost transportation and other assistance to families.

B. Supplementary Provisions.

7. Where facilities are lacking for free compulsory education for all children under 14 years of age, employers in large-scale agricultural undertakings should be encouraged by whatever means may be appropriate to provide free education for the children of their workers wherever practicable such education should be carried on under the supervision of the competent authority.

II. Medical Examination to Determine Fitness for Employment

8. Whenever practicable and in any case for full-time employment in large-scale undertakings, compulsory medical examination for children and young persons for fitness for employment in agriculture should be dealt with in the light of the principles and measures recommended in the resolution on the subject adopted by the Permanent Agricultural Committee at its Third Session, 1949.1

III. Hours of Work and Night Work

9. Except for members of the employers' family or in family undertakings, hours of work of children and young persons who are under 18 years of age, or under such other age as may be fixed by the competent authority, and who are employed full-time in agriculture, especially in large-scale undertakings, should be regulated in the light of the principles laid down in the resolution on hours of work in agriculture adopted by the Permanent Agricultural Committee at its Third Session, 1949. Such regulations should provide for annual paid holidays of sufficient duration to enable children and young persons to employment have been fulfilled.

10. Except for members of the employers' family or in family undertakings, night work of young persons who are under 18 years of age, or under such other age as may be fixed by the competent authority, and who are employed full-time in agriculture, especially in large-scale undertakings, should be restricted by providing rest periods during the night at least as long as those fixed by the Night Work (Children and Young Persons (Agriculture) Recommendation, 1921.


IV. Rest Periods and Holidays

11. Young persons who are under 18 years of age, or under such other age as may be fixed by the competent authority, and who, except for members of the employers' family or in family undertakings, are employed full-time in agriculture, especially in large-scale undertakings, should be assured daily breaks, weekly rest periods and annual paid holidays of sufficient duration to enable them to recuperate.

12. Whenever possible these periods should comprise as a minimum:

(a) a rest period during the working day to include adequate time for a meal and some relaxation;

(b) a weekly rest period comprising 24 consecutive hours and normally including the rest day established by the traditions or customs of the country in which the work is done;

(c) annual paid holidays in accordance with the standards laid down for young workers by the Holidays with Pay (Agriculture) Convention, 1952, and Holidays with Pay (Agriculture) Recommendation, 1952.

V. Administrative Provisions

13. Whenever practicable, consideration should be given to providing or extending the appropriate supervisory and inspection services to areas where children and young persons are employed in agriculture in order to ensure the enforcement of the relevant laws and regulations relating to agricultural labour and school attendance.

14. Whenever appropriate, methods of supervision of the employment of children and young persons in agriculture, particularly in large-scale undertakings, should be in accordance with the following principles:

(a) supervisory or inspection authorities should be empowered within limits carefully defined by law to take the necessary steps with a view to removing as quickly as possible conditions which threaten the health or safety and the attendance at school of children and young persons employed in agriculture;

(b) supervision of the employment conditions of children and young workers and of their school attendance should be effected by means of close collaboration between the various competent authorities and agencies concerned. The collaboration of other public and private bodies concerned with the welfare of children and young persons as well as parents, the organisations of farmers, teachers and workers and the public in general should be sought.

15. Whenever practicable, and in any case in respect of large-scale agricultural undertakings, procedures facilitating the enforcement of the protective provisions should be adopted and as far as possible include—

(a) the keeping by the employer of registers indicating the name and date of birth of the children and young persons employed by him, or the provision, free of charge to the young worker of work books, work permits or similar documents issued by a competent authority, and by which documents the employer is required to keep on file the employer and made available for inspection;

(b) the provision of penalties for the infringement of labour laws.

16. Whenever practicable, public health services, including school health services or other services providing some measure of health examination, should be extended to cover young workers in agriculture in order to facilitate the introduction of regulations concerning medical examination to determine fitness for employment in agriculture.

17. Special attention should be given to the needs of young migrants and family workers and young workers with a view to ensuring the effective application of laws and regulations on agricultural labour and compulsory school attendance and the establishment of adequate health and welfare services.
Whenever possible, rural community health and welfare centres should be established and developed to provide needed supplementary health, welfare and educational services for rural youth.

**APPENDIX D**

**Proposals Concerning the Contribution of the I.L.O. to International Action in Respect of Agrarian Reform**

The Permanent Agricultural Committee of the International Labour Organisation,

Having examined the report on the Contribution of the I.L.O. to International Action in Respect of Land Reform;

Having examined in particular the resolution of the Economic and Social Council on Land Reform of 7 September 1951;

Considering that the problems of agrarian reform are of vital concern to countries in various parts of the world;

Considering the interest which the I.L.O. has and its long experience in matters relating to living and working conditions of those engaged in agriculture;

Considering that the Governing Body of the I.L.O. has associated the I.L.O. with the resolution of the Economic and Social Council on land reform and has recommended that the I.L.O. play its proper role in the implementation of this resolution;

Considering that it is highly desirable that the I.L.O. take full part, along with the United Nations and F.A.O. and the other organisations concerned, in the current concerted programme of international action in the field of agrarian reform;

Considering that within its proper programme of study and action there is wide scope for the I.L.O. in this field;

Considering that the tripartite structure of the I.L.O. enables it particularly to examine the questions falling within its competence with organisations of agricultural producers and workers, as well as with governments;

Considering that, to be fully effective, such action on the part of the I.L.O. should be based on a long-term co-ordinated programme of work;

Recommends that—

1. The I.L.O. programme of work in the field of agrarian reform and related subjects should be closely co-ordinated with that of other international agencies, particularly the F.A.O. and the United Nations, and there should be constant contact and exchange of views between the I.L.O. and other institutions engaged in work relating to agrarian reform on the lines already followed in inter-agency meetings which have taken place. This co-operation between the various agencies should take place in respect of studies, investigations and operational activities, and might, under appropriate circumstances, include actual joint work in each of these phases.

2. The I.L.O. should in particular seek to bring out and pay attention to the human and social aspects of agrarian reform.

3. The I.L.O. programme of work should be based, in the first instance, on the following considerations:

   (a) the current work relating to living and working conditions of the various categories of workers engaged in agriculture should be related, where appropriate, to investigations and action in the field of agrarian reform;

   (b) studies, including on-the-spot investigations, should be undertaken, and technical assistance and advice given to governments, at their request, on problems of land tenure and of tenancy, with special reference to the effects of such systems of land tenure and tenancy on security of employment and on living and working conditions in general in agriculture, and the probable social and economic consequences of changes in such systems;

   (c) important legislative enactments and other relevant information in the field of agrarian reform and related subjects should be published or otherwise be made available to governments and interested organisations, etc.;

   (d) as regards co-operative organisations of all types, studies should be made, in particular, of the most effective means by which these organisations can be used in connection with programmes of agrarian reform. Special attention should be given to practical technical assistance in these fields, in particular, in the form of pilot projects;

   (e) particular stress should be laid on the employment aspects of agrarian reforms, including such problems as under-employment and unemployment in agriculture, the achievement of a better employment balance as between agriculture and other sectors of the economy, the need for training in and preparation for agricultural and non-agricultural occupations, and migration for land settlement, where necessary;

   (f) the studies and, as appropriate, technical assistance of the I.L.O. should be made available in accordance with usual procedures to agricultural associations of farmers and farm workers in order to facilitate collaboration among themselves and with the public authorities in the field of agrarian reform.
APPENDIX V

Fifth Item on the Agenda: Report of the Preliminary Meeting of Statistical Experts

1. The Governing Body will recall that at its 120th Session (Geneva, November 1952) it instructed the Director-General to make inquiries concerning the studies that other United Nations agencies have made or are making on the following questions: (a) international comparison of national per capita income of individual countries; (b) methods of family living studies in rural sectors in underdeveloped countries; the results of these inquiries to be reported to the Preliminary Meeting of Statistical Experts for their consideration when defining the scope of the agenda of the Eighth International Conference of Labour Statisticians. It was also agreed that the Director-General should report to the Governing Body for its information the results of these inquiries, as well as the conclusions reached by the preliminary meeting with regard to the definition of the scope of the agenda. The relevant correspondence is appended below (Annex I).

2. The Governing Body will note that the meeting agreed that there was no overlapping between the studies involved in the item on the agenda of the Eighth International Conference of Labour Statisticians dealing with international comparisons of real wages and costs of living and any work which was either in progress or had been completed by the United Nations on these allied topics. The experts also added that the existing arrangements between the International Labour Organisation and the United Nations, and the other specialised agencies appeared to provide satisfactorily both for preventing duplication of work in the field of labour statistics and for effective collaboration where more than one agency was interested in a given topic (see paragraphs 9 and 10 of the report in Annex II below).

3. The Director-General proposes to take account of the experts' suggestions in preparing the documents for the Eighth International Conference of Labour Statisticians. The Governing Body is invited to authorise the Director-General to circulate to governments for observations the draft classification of occupations as proposed in paragraph 6 of the report. The Director-General will, in accordance with the usual practice, communicate to the Eighth International Conference of Labour Statisticians for its guidance the experts' proposals concerning the limitation of the scope of the items on the agenda dealing with the classification of occupations and with international comparisons of real wages and costs of living (see paragraphs 6 and 7 of the report in Annex II below).

ANNEX I

Results of Inquiries to the United Nations and to Other Specialised Agencies on: (a) International Comparisons of the National Income Per Capita in Individual Countries; (b) Methods of Family Living Studies in Rural Sectors in Underdeveloped Countries.

1. Letter from the Director-General to the Secretary-General of the United Nations.


Sir,

I have the honour to inform you that in connection with the consideration last November by the Governing Body of the Office of the agenda for the Eighth International Conference of Labour Statisticians, the question was raised whether any United Nations agencies have made or are making any studies on (a) international comparison of national per capita income of individual countries and (b) methods of family living studies in rural sectors in underdeveloped countries. This question was aimed to determine whether there was any possible overlapping between the item on the agenda dealing with international comparisons of real wages and costs of living and any work in progress or completed by the United Nations on these allied topics.

I should be grateful if you would be so good as to let me have a statement covering any such studies in order that, in accordance with the request of the Governing Body, I may submit it to a preliminary meeting of Statistical Experts called for May 11-16 in Geneva, which is to define the agenda of the Eighth Conference.

I have the honour to be, etc.,

For the Director-General:
(Signed) R. Rao,
Assistant Director-General.

A similar letter was sent to the International Monetary Fund, the Food and Agriculture Organisation and the United Nations Educational, Scientific and Cultural Organisation.

2. Letter from the Secretary-General of the United Nations to the Director-General.

New York, 3 April 1953.

Dear Mr. Rao,

The Secretary-General has asked me to reply to your letter of 24 February inquiring whether the United Nations has made or is making any studies on (a) international comparison of national per capita income of individual countries; and (b) methods of family living studies in rural sectors in underdeveloped countries.

I am attaching for your information notes from our Department of Economic Affairs (Annex A) and Department of Social Affairs (Annex B) concerning their work in related fields. It would seem that there is no risk of serious overlapping between their activities and the contemplated item on the agenda of the 8th International Conference of Labour Statisticians.

Yours sincerely,
(Signed) Martin Hill,
Director of Co-ordination for Specialised Agencies and Economic and Social Matters.

Annex A
International Comparisons of Per Capita Income


The Statistical Office collects information on official estimates of national income, personal income and other related aggregates for all countries for which these data are available. Where necessary, the estimates received from the countries are adjusted to agree with the standard definitions adopted by the Statistical Office. The Office also collects available information on the distribution of national income by socio-economic groups, and on the distribution of individual and family incomes by size. In some cases, where official estimates are not available, use is made of unofficial estimates.
2. Conversion into a Common Unit.

For purposes of comparison estimates of national income and per capita income must be expressed in a common unit for which the United States dollar has been chosen. For certain purposes it has been found useful to convert the estimates expressed in national currency on the basis of prevailing exchange rates, while in other cases pre-war exchange rates have been adjusted for changes in the internal purchasing power of the monetary units of the countries concerned. In general, however, these rates cannot be expected to agree closely with the rates that would result from comparisons of the purchasing power of the national currency units. Therefore, for comparisons of real income, it is necessary to collect information on the level of prices of goods and services, and of the state of the labor market, for final consumption by households and public authorities and for capital formation in various countries. The Statistical Office has made a beginning with the study of these problems—

(a) Work is in progress on a study of the methodology problems involved in international comparisons for countries different in economic and institutional structure and in degree of economic development;

(b) As a first step in the direction of assembling the kind of international price data required for inter-country comparisons, the Statistical Office published a report: Retail Price Comparisons for International Salary Determination, Statistical Papers, Series M, No. 14, 1952.

3. Reports and Publications.

Comparative estimates of national income and per capita income are included in the following publications and reports of the United Nations:

- Family Living Studies in Rural Districts of Underdeveloped Countries

The Statistical Office participates in the planning of studies concerning methods of defining and measuring standards of living in various parts of the world. Recent developments in this field have been observed by the Office, particularly from the point of view of the sampling methods which have been put into practice. Short descriptions of these methods are published in the following issues of Sample Surveys of Current Interest, Statistical Papers, Series C. Among the family living studies reported on, the following concern at least in part rural populations in underdeveloped areas:


Annex B


The United Nations, in its preliminary survey of the world social situation, undertaken in co-operation with the specialised agencies, attempted to compile and display in a systematic manner available information on levels of living in various parts of the world (cf. Preliminary Report on the World Social Situation, mimeographed version, E/CN.5/267, 25 April 1952; printed version, E/CN.5/267/Rev.1, 8 September 1952). Because the majority of the world's population is to be found in rural areas in underdeveloped countries, this study was to a considerable extent devoted to the situation of rural populations in these countries.


Family living studies in rural sectors in underdeveloped countries aim at systematic and comparable statistical information. The United Nations did not engage in substantive work in this field; however, in 1948 and 1949, the Division of Social Welfare prepared a study surveying the organisation and scope (both geographical and substantive) of field investigations of the income, expenditure and food consumption of selected households in a number of underdeveloped areas. This study was a purely methodological one and did not attempt either to evaluate the results of the surveyed investigations or to draw any conclusions from the facts discovered in the course of these investigations, most of which were undertaken by private research workers.

It should also be noted that the survey mentioned in the preceding paragraph was not limited to family living studies in the rural sectors of underdeveloped countries, but includes numerous references to such studies carried out in urban areas. The study carried out by the Division of Social Welfare was published in 1950 as United Nations document ST/SOA/1, entitled Enquiries into Household Standards of Living in Less-Developed Areas.

3. Definition and Measurement of Standards of Living.

At the Eighth Session of the Social Commission in 1952, a study of methods of defining and measuring standards of living in less developed areas was recommended as one of the priority projects in the work programme of the Commission for 1953. At its Fourteenth Session, the Economic and Social Council adopted a resolution requesting the Secretary-General, in cooperation with the International Labour Organisation and other appropriate specialised agencies, to convene a small group of experts to prepare a report on the most satisfactory methods of defining and measuring standards of living in various countries and changes therein, having regard to the possibility of international comparisons, to obtain the comments and recommendations of the Statistical Commission and the Social Commission thereon, and to report to the Economic and Social Council at an early date." It is understood that in this project special attention will be given to conditions in underdeveloped areas. Preparatory work is under way for a meeting of experts, which is scheduled for 8-27 June 1953.

3. Letter from the Director-General of the International Monetary Fund to the Director-General.


Sir,

In the absence of Mr. Hirsch, who is on a mission to Syria at this time, I am answering your letter of February 18 concerning cost of living studies by the Fund. No special studies of the kind indicated in your letter have been made by the Fund. I doubt that the usual cost of living study in the United States, which living internationally give sensible results. I refer in this connection to the remarks on the use of exchange rates for conversion of income data in national currency into a common unit for international comparison, in the national Financial Statistics (section D on page 167). It would seem to me very valuable if the labour statisticians would look into the problems of international comparison of real income and cost of living.

I have the honour to be, etc.,

(Signed) Fred L. Lynn, Assistant Chief Statistics Division Research Department.

4. Letter from the Acting Director-General of the United Nations Educational, Scientific and Cultural Organisation to the Director-General.

Paris, 19 March 1953.

Sir,

I have the honour to acknowledge receipt of your letter dated 18 February 1953, referring to the Eighth International Conference of Labour Statisticians, and to inform you in reply that Unesco is not undertaking any studies in the fields of (a) international comparison for capture of national income, real income cost, and (b) methods of family living studies in rural sectors in underdeveloped countries.

The Department of Social Sciences is, however, greatly interested in the work of the forthcoming Conference, and I would be grateful to receive a copy of the agenda and of the reports and working papers prepared for the Conference.

I have the honour to be, etc.,

(Signed) John W. Taylor, Acting Director-General.
5. Letter from the Director-General of the Food and Agriculture Organisation of the United Nations to the Director-General.

Rome, 26 March 1953.

Sir,

I have the honour to acknowledge receipt of your letter dated 24 February 1953, Ref. No.: ST 1006-100, inquiring whether FAO has made or is making studies on (a) international comparison of national per capita income, and (b) methods of family living studies in rural sectors in underdeveloped countries.

As far as (a) is concerned, we do not make such studies though we frequently use existing estimates of national per capita income in making comparisons of production and consumption in developed countries.

As regard (b), the Rural Welfare Branch of our Agriculture Division published in 1949 a booklet entitled Essentials of Rural Welfare. This booklet sets forth a general standard to which to refer in examining and analysing the conditions under which rural people live, and by which the standards and adequacy of rural welfare in a country can be indicated or judged. It also deals with the concepts and interpretations of the essentials of rural welfare, but provides no discussion on the methods and techniques of field work. Your attention is called to the warning advanced on page 23 of this publication in connection with the problems involved in international cooperation second publication is now being prepared dealing with the methodological aspects of fact-finding in rural areas. A chapter in this publication will deal also with the various concepts of levels of living, patterns of family expenditure and factors affecting levels of living. In both publications referred to above representative farm families are taken as the basis for observation and discussion.

Our Nutritional Division has made an appraisal of methods of family living in rural sectors in underdeveloped countries as such. In December 1949, however, it published a booklet entitled Dietary Surveys—Their Technique and Interpretation which does have some bearing on the subject of farm family living studies. I trust the above information satisfactorily answers the questions you raise.

I have the honour to be, etc.,

(Signed) Norris E. Dodd, Director-General.

ANNEX II

Report of the Preliminary Meeting of Statistical Experts

11-16 May 1953

(Convened to Review the Documents and Proposals to be Submitted to the Eighth International Conference of Labour Statisticians and in Particular to Define the Scope of the Agenda)

1. The Preliminary Meeting of Statistical Experts met at Geneva, from 11 to 16 May 1953. The experts invited to the Meeting were Mr. Ewan Clague, Commissioner of Labour Statistics, United States; Mr. R. F. Fowler, Director of Statistics, Ministry of Labour and National Service, United Kingdom; Mr. Erland von Hofsten, Chief, Division of Statistics, Social Welfare Board, Sweden; Mr. R. Levy-Bruhl, Chief, Statistical Division, Ministry of Labour, France; Mr. A. G. Miranda-Netto, Director-General, National Department of Industry and Commerce, Brazil; and Mr. B. Rama-murti, Joint Secretary, Central Statistical Organisation, India. In addition, the United Nations was represented by Mr. J. P. Loftus, Deputy Director, Statistical Office, United Nations, New York, and Mr. T. Barna, Economic Commission for Europe, Geneva. Mr. Clague was elected Chairman of the Meeting and Mr. Levy-Bruhl, Reporter.

2. The terms of reference of the Preliminary Meeting were to review the documents and proposals to be submitted to the Eighth International Conference of Labour Statisticians and in particular to define the scope of the agenda. It was specified further that the results of the inquiries made by the Director-General concerning the studies that other United Nations agencies have made or are making on two questions—international comparison of per capita national income of individual countries, and methods of family living studies in rural sectors of underdeveloped countries—should be reported to the Preliminary Meeting for its consideration when defining the scope of the agenda.

3. The Meeting examined the documents and proposals as drafted by the Office for submission to the Eighth International Conference of Labour Statisticians and has come to the following conclusions on the scope of the agenda items.

4. As to the General Report, the Meeting agreed that the sections on the first three topics should be supplemented by additional material up to the date of the Eighth Conference. With particular reference to the subject of labour productivity, the Meeting suggested the desirability of compiling an international glossary of terms in this field. The experts examined in detail the proposed draft resolution on statistics of occupational diseases but had no special observations to make on defining the scope of this item.

5. The experts suggested that the resolution on employment, unemployment and the labour force might be redrafted so as to separate the principles from details of application which could be placed in a technical appendix. They considered that the problem of underemployment should not be given special mention, but could be considered in connection with statistics of hours of work varying from normal hours.

6. The scope of the agenda item on the classification of occupations might well be modified from its present subgroups and unit groups and restricted to subgroups. The Preliminary Meeting recommended that the present draft classification be curtailed for observations to governments and a revised draft classification, taking these observations into account and limited to subgroups on which a reasonable degree of agreement might be come to, be prepared for consideration by the Eighth International Conference of Labour Statisticians.

7. The scope of the agenda item of international comparisons of real wages and costs of living should exclude (a) agricultural wages, a subject which involves special problems and requires special techniques and which deserves a separate discussion; (b) the whole problem of wages as an element in labour costs of production, which also deserves a full separate discussion; and (c) the problem of social charges both as an element of labour costs and in relation to social security benefits as a factor in levels of living, which requires further analysis and additional materials for a full treatment at a later date.

8. With regard to the specific instruction touching the possible overlapping of the work of the United Nations and other specialised agencies on the two questions: (a) international comparison of national per capita income of individual countries; and (b) methods of family living studies in rural sectors in underdeveloped countries, the Meeting examined the correspondence with the United Nations, the Food and Agriculture Organisation, the United Nations Educational, Cultural and Scientific Organisation, and the International Monetary Fund.

9. From this examination and from the interchange of information on this subject the Meeting came to the following conclusions:

(a) There is no doubt about the fact that other United Nations agencies have been and are making studies on: (i) international comparisons of national per capita income of individual countries; and (ii) methods of family living studies in rural sectors in underdeveloped countries;

(b) The Meeting agreed that there is no overlapping between the studies involved in the item on the agenda of the Eighth International Conference of Labour Statisticians dealing with international comparisons of real wages and costs of living and any work which is
either in progress or which has been completed by the United Nations on these allied topics.

10. The experts desired to add the comment that the existing arrangements between the International Labour Organisation and the United Nations, and the other specialised agencies appear to provide satisfactorily both for preventing duplication of work in the field of labour statistics and for effective collaboration in the case that more than one agency is interested in a given topic.

For the Preliminary Meeting of Statistical Experts:

Ewan Clague, R. Levy-Bruhl,
Chairman, Reporter.
APPENDIX VI

Sixth Item on the Agenda: Reports of the Financial and Administrative Committee

In view of their confidential nature, the documents relating to this item are printed separately, in accordance with the usual practice.
Seventh Item on the Agenda: Report of the Allocations Committee

In view of their confidential nature, the documents relating to this item are printed separately, in accordance with the usual practice.
APPENDIX VIII

Eighth Item on the Agenda: Report of the Committee on Industrial Committees

1. The Committee on Industrial Committees met in Geneva on 27 May, 1 and 24 June 1953 under the chairmanship of Mr. Fafchamps.

1. Requests for Membership of Industrial Committees

2. The Committee on Industrial Committees has given consideration to requests which have been received from various governments to be represented on Industrial Committees that are due to meet in the near future, namely the Building, Civil Engineering and Public Works Committee and the Coal Mines Committee. Requests to be represented on these Committees have been made by the following governments:

- Building, Civil Engineering and Public Works Committee: Austria, Japan and Venezuela.
- Coal Mines Committee: Chile, Japan and Mexico.

Information regarding the position of these two industries in the countries in question has been supplied to the Committee.

3. It will be recalled that a review of the problems of the Industrial Committees was undertaken by the Subcommittee of the Committee on Industrial Committees and that in its report to the 120th Session of the Governing Body the Subcommittee proposed that the various Industrial Committees should be reconstituted. The Subcommittee further suggested that: “All pending applications should be considered at the time of the initial review of membership, present members and applicants being considered on an equal footing. However, there would be no objection to applications for membership of Committees which were due to meet before the new arrangements could come into force being considered on an ad hoc basis in the meantime.”

4. At the 120th Session of the Governing Body (Geneva, November 1952), the Committee on Industrial Committees was called upon to consider the requests for membership of the Textiles Committee which was due to meet in February 1953. The Committee recommended the Governing Body to invite Chile and Japan to be represented at the next session of the Textiles Committee, it being understood that this invitation should be in respect of the next session only. The Governing Body approved this recommendation.

5. The report of the Subcommittee will not be examined by the Governing Body until its autumn session, and it would therefore be impossible to bring the proposed new arrangements into effect before the next sessions of the Building, Civil Engineering and Public Works Committee and the Coal Mines Committee. In the circumstances, the Committee on Industrial Committees considered whether the requests for membership of these two Committees might be dealt with by the procedure already approved by the Governing Body in the case of the Textiles Committee. The Workers’ members of the Committee felt that these requests for membership should be granted in accordance with this procedure, in view of the fact that the Governing Body had not yet settled the question of criteria for membership of Industrial Committees. On the other hand, the Employers’ members felt that to add members to the Industrial Committees at this stage, even on the understanding that they were admitted for one session only, would increase the difficulties which would confront the Governing Body if it were agreed that the Industrial Committees should be reconstituted. The United States Government member explained that he would be unable to support the proposal to grant the requests for membership of the two Committees in question as there was no guarantee that the resulting expenditure would not have to be met from the Working Capital Fund. The United Kingdom Government member stated that he would have to oppose the proposal; he said that his Government did not wish to make the situation more difficult for the Governing Body and recalled that the decision to admit Chile and Japan to membership of the Textiles Committee was taken at a time when an early decision on the report of the Subcommittee of the Committee on Industrial Committees was expected, an expectation that had not been fulfilled.

6. A vote was taken on a proposal that the Governing Body should be recommended to invite Austria, Japan and Venezuela to be represented at the next session of the Building, Civil Engineering and Public Works Committee, and to invite Chile, Japan and Mexico to be represented at the next session of the Coal Mines Committee, it being understood that these invitations should be in respect only of the next sessions of these two Committees, and it being assumed that the membership of all the Industrial Committees will subsequently be reviewed as a whole in the light of the report of the Subcommittee of the Committee on Industrial Committees. By 5 votes to 5, with 2 abstentions, the Committee decided not to adopt this proposal.

II. Requests for the Establishment of New Industrial Committees

7. At its meeting held in connection with the 120th Session of the Governing Body (Geneva, November 1952), the Committee on Industrial Committees had before it a number of requests for the establishment of new Industrial Committees, and decided that it would give further consideration to these requests when the report of the Subcommittee of the Committee on Industrial Committees, which undertook a general review of the work of the Industrial Committees, had been examined by the Governing Body.1

8. On the occasion of the 121st Session of the Governing Body (Geneva, March 1953), the Committee was informed of a request which had been received from the International Shoe and Leather Workers’ Federation for the establishment of an Industrial Committee for the shoe and leather industry, and also of a request from the International Garment Workers’ Federation for the establishment of an Industrial Committee for the clothing industry.

9. The Committee on Industrial Committees indicated in its report to the Governing Body that it proposed to consider these requests at the same time as the earlier requests.2

1 See Minutes of the 120th Session of the Governing Body, Appendix X, paragraphs 77-78, p. 100.
2 See Minutes of the 121st Session of the Governing Body, Appendix X, paragraphs 22-24, p. 79.
10. Since the last session of the Governing Body a communication dated 4 March 1953 has been received from the International Federation of Christian Trade Unions of Building and Wood Workers, requesting the Governing Body to set up an Industrial Committee for the wood industry or, if this is not possible, a sub-committee of the Building, Civil Engineering and Public Works Committee.

11. The Committee on Industrial Committees proposes to consider this request when it considers the requests already received from other organisations.

III. Petroleum Industry: Studies Proposed at the Fourth Session

12. The Committee on Industrial Committees has considered the requests made by the Petroleum Committee at its Fourth Session (The Hague, 14-25 October 1952) for inquiries and studies and the programme of work which might be followed in regard to them.

13. The Committee noted the information given in the above-mentioned document concerning the steps which the Director-General proposes to take in regard to the various subjects to which the Petroleum Committee has drawn attention.

14. The Committee on Industrial Committees recommends the Governing Body to authorise the Director-General to undertake the studies requested by the Petroleum Committee at its Fourth Session and to carry them out in the most convenient order, having regard to the general programme of work of the Office and the work entailed by the preparation for the Fifth Session of the Committee.

IV. Chemical Industries Committee: Studies Proposed at the Third Session

15. The Committee on Industrial Committees has considered the requests made by the Chemical Industries Committee at its Third Session (Geneva, September 1952) for inquiries and studies and the programme of work which might be followed in regard to them.

16. The Committee noted the information concerning the steps which the Director-General would be able to take in regard to the various subjects to which the Chemical Industries Committee has drawn attention. In this connection, the Committee on Industrial Committees wishes to emphasise the special importance of action to deal with problems of safety and hygiene in the chemical industries and expresses the hope that while continuing to develop the activities mentioned in paragraphs 13-14 of the document, the Director-General may also be able to produce a substantial report on these subjects for submission to the Chemical Industries Committee at its Fourth Session.

17. The Committee on Industrial Committees recommends the Governing Body to authorise the Director-General to undertake the studies and inquiries requested by the Chemical Industries Committee and to carry them out in the most suitable order, having regard to the general programme of work of the Office and the work entailed by the preparations for the Fourth Session of the Committee.

V. Agenda of the Third Session of the Advisory Committee on Salaried Employees and Professional Workers

18. The Committee on Industrial Committees has considered proposals for the agenda of the Third Session of the Advisory Committee on Salaried Employees and Professional Workers. At its Second Session (Geneva, February-March 1952) the Advisory Committee had invited the Governing Body to place on the agenda of the Third Session one item of interest to salaried employees and professional workers in general, and one item concerning a particular professional category of these workers, selected from the following list:

1. Unemployment amongst salaried employees and salaried professional workers, with special reference to—
   (a) vocational guidance and training; 
   (b) unemployment among older workers; and 
   (c) measures to facilitate migration and the removal of obstacles to such movement.

2. Problems concerning the employment of women as salaried employees or in the professions.

3. Problems concerning teaching staff (public and private).

4. Problems concerning journalists.

19. On the basis of the above list the Director-General suggested that the items for the agenda of the Third Session—apart from the item concerning the General Report—might be (a) unemployment amongst salaried employees and salaried professional workers, and (b) conditions of employment of teaching staff.

20. In regard to the question of unemployment amongst salaried employees and salaried professional workers the Office would seek to cover in its report, in addition to general considerations, some at least of the particular aspects of the question of unemployment referred to in paragraph 18 above.

21. As for the conditions of employment of teaching staff, the report to be prepared by the Office would seek to cover some of the major problems concerning the conditions of employment of teachers of primary and secondary schools in the public sector and, as far as possible, in the private sector, including those not employed in established posts, and teaching personnel in vocational and technical training establishments. The different aspects as they affect women teachers would be dealt with under each point. Teachers in universities and part-time teachers in primary and secondary schools would not be covered in the report. The report would be a first survey of the subject. It would accordingly describe the general conditions under which the work of teachers is carried on and would examine some of the particular problems which arise in this field. These problems would be selected from the following: contract of employment; working hours and holidays with pay; methods of remuneration; health protection; vocational guidance and training; and methods and machinery for negotiation and for the settlement of disputes.

22. The Committee on Industrial Committees recommends that the agenda for the Third Session of the Advisory Committee on Salaried Employees and Professional Workers should be as follows:

1. General Report, dealing particularly with—
   (a) action taken in the various countries in the light of the conclusions of the previous sessions of the Committee;
   (b) steps taken by the Office to follow up the studies and inquiries proposed by the Committee;
   (c) recent events and developments affecting salaried employees and professional workers.

2. Unemployment among salaried employees and salaried professional workers.

3. Conditions of employment of teaching staff.
VI. Agenda of the Fifth Session of the Iron and Steel Committee

23. The Committee on Industrial Committees considered proposals submitted by the Office for the agenda of the Fifth Session of the Iron and Steel Committee. Two subjects had been suggested by the Iron and Steel Committee at its Fourth Session (Geneva, May 1952), namely the question of pensions and the subject of human relations in the iron and steel industry.

24. The Committee on Industrial Committees noted that the Office would be able to prepare a report on the subject of human relations in the iron and steel industry. In regard to the question of pensions, the Committee noted that it would be possible for the Office to prepare a report dealing with supplementary pension schemes in the iron and steel industry and their relation with general pension schemes.

25. During the discussion the Employers' members of the Committee on Industrial Committees stated that, in their view, the question of pensions was not one which could appropriately be considered by a particular Industrial Committee. On the other hand, it was recalled that the Workers' members of the Iron and Steel Committee had felt that since supplementary pension schemes for workers had already been instituted by iron and steel companies in several countries, the Iron and Steel Committee was competent to discuss such schemes. The Workers' members of the Iron and Steel Committee had also pointed out that the International Labour Conference was called upon to discuss social security in general, whereas the Iron and Steel Committee would be considering industrial pensions which either supplemented pensions provided under social security measures or which were the only form of pension available to workers in countries where social security measures were not developed.

26. As an alternative to the question of pensions the Employers' members of the Committee on Industrial Committees suggested that one of the items for the agenda of the Fifth Session of the Iron and Steel Committee should be "practical measures for increasing productivity in the iron and steel industry in the underdeveloped countries, with particular reference to the human factors". In making this proposal, the Employers' members pointed out that at its Fourth Session the Iron and Steel Committee had suggested that the Office should prepare a General Report for the Fifth Session of the Committee to a preliminary study of conditions of employment of workers in the iron and steel industry in Latin American countries and in the countries of Asia and the Far East, with a view to placing on the agenda of a future session of the Committee the question of conditions of employment in the iron and steel industry in economically underdeveloped countries. After consultation with some of their colleagues from economically underdeveloped countries, the Employers' members felt that a discussion of the subject mentioned at the beginning of this paragraph would be of the greatest assistance to the industry in such countries.

27. The Committee on Industrial Committees has also considered another alternative, namely "conditions of employment in the iron and steel industry in underdeveloped countries". A report on this subject might deal, in particular, with manpower problems, working conditions, welfare services and industrial relations. However, the steel plants in the two regions in question are in many cases of large size and modern construction. The specific problems which these plants have to face arise less from differences in methods of production than from the general economic and social conditions of the countries in which they are situated. A study of employment problems in these regions would involve the collection of first-hand information and an appreciation of the special circumstances of the countries concerned, and it does not seem that the Office would be able to make a full study based on accurate knowledge in time for the next session. It would therefore seem to be preferable for the Office to devote a part of the General Report to a preliminary study as a first step. On the basis of this preliminary study the Iron and Steel Committee could indicate what specific aspects of the subject might be further pursued.

28. The Committee on Industrial Committees recommends that the agenda for the Fifth Session of the Iron and Steel Committee should be as follows:

1. General Report, dealing particularly with—
(a) action taken in the various countries in the light of the conclusions of the previous sessions of the Committee;
(b) steps taken by the Office to follow up the studies and inquiries proposed by the Committee;
(c) recent events and developments in the iron and steel industry.

2. Supplementary pension schemes in the iron and steel industry and their relation with general pension schemes.

3. Human relations in the iron and steel industry.

VII. Inland Transport Committee: Standard Set of Rules for International Road Transport in Europe

29. At its 121st Session (Geneva, March 1953), the Governing Body had before it the replies of governments regarding the clauses on conditions of employment adopted by the Inland Transport Committee of the I.L.O. at its Fourth Session (Nervi, Genoa, December 1951). The Governing Body authorised the Director-General to continue the discussions on the subject with the competent bodies of the United Nations with a view to securing the greatest possible measure of agreement on a text, having regard to the clauses adopted by the Inland Transport Committee of the I.L.O., the observations of governments thereon, the statement made to the Committee by the representative of the International Confederation of Free Trade Unions and the observations made by the Employers' members of the Committee.

30. Since then the matter has been carried a stage further. The Working Party on the Improvement and Development of the Transport of Passengers and Goods by Road met in Paris from 20 April to 1 May 1953 and, inter alia, examined in detail the clauses on conditions of employment and the Standard Set of Rules for International Road Transport in Europe being represented. The Working Party again met in Geneva from 15 to 20 May 1953. On this occasion the Working Party finally adopted an Annex to the Standard Set of Rules containing the clauses on conditions of employment in an amended form. The Committee on Industrial Committees has taken note of these clauses.

31. The Committee on Industrial Committees understands that on 22 May 1953 the Subcommittee on Road Transport of the E.C.E. Inland Transport Committee noted the report of the Working Party without further discussion on the substance of the clauses concerning conditions of employment. The Subcommittee decided that the draft agreement which included these clauses should be communicated to the governments and that the governments should be asked to forward their comments by 30 September 1953. A meeting of the Subcommittee is to be held in Geneva in the fall of the year, after which it is intended that the text shall be opened for signature.

1 The decision to recommend the inclusion of this item was taken by 5 votes to 4, with 3 abstentions.

32. In the circumstances, the Committee on Industrial Committees proposes to examine the clauses further on the occasion of the 123rd Session of the Governing Body.

VIII. Administrative Arrangements for the Application of the Agreement on Social Security for Rhine Boatmen

33. At its 121st Session the Governing Body was informed that the Director-General would offer technical and secretarial facilities to the Governments Parties to the Agreement on Social Security for Rhine Boatmen in order that their delegates might adopt the administrative arrangements for the application of the Agreement. The meeting was duly held from 19 to 23 May. It was attended by representatives of Belgium, France, the Federal Republic of Germany, the Netherlands, Switzerland and the Central Commission for Rhine Navigation.

34. A draft of the administrative arrangements prepared by the Office was taken as the basis of discussion. Important amendments were made in order to facilitate the provision of medical benefit to boatmen falling sick outside the country in which they are insured. The final text was adopted unanimously, and was signed by the representatives of all the governments; signed copies were deposited with the Office and the Central Commission for Rhine Navigation.

35. The meeting also adopted a resolution inviting the Governing Body to hold, as soon as possible, a tripartite conference of the countries parties to the Agreement for the purpose of revising it, notably, by the inclusion of detailed provisions relating to the payment of unemployment benefit and family allowances, and the establishment of a special fund for covering expenses for medical care, etc. The resolution also noted that, after the Agreement had been amended, consequential changes in the administrative arrangements would become necessary and that a fresh meeting would be required for that purpose. Lastly, it recommended the contracting parties to modify their bilateral agreements in the interests of improved protection for Rhine boatmen.

36. The Committee on Industrial Committees believes that the Governing Body will wish the Office to continue rendering assistance in connection with the social security of Rhine boatmen.

37. The Belgian Government member observed that it would be premature to contemplate revising in the immediate future an Agreement which came into force on 1 June 1953. He pointed out that after the Agreement had been in operation for a certain period other problems might arise to justify its revision. He therefore suggested that no steps should be taken for the time being to convene the tripartite conference referred to in paragraph 35 above.

38. Accordingly, the Committee on Industrial Committees recommends that the Director-General should be authorised to consult, in due course, the governments concerned and the Central Commission for Rhine Navigation upon the organisation and date of the proposed tripartite conference. At the appropriate time the Director-General would submit to the Governing Body his proposals in this connection.

IX. Proposed Amendments to the Agreement concerning Conditions of Employment of Rhine Boatmen

39. In a communication dated 28 January 1953, the Swiss Government asked the Director-General, after consulting the Governing Body, to explain to the States Members concerned the difficulties which prevented Switzerland from signing and ratifying the Agreement concerning the Conditions of Employment of Rhine Boatmen and to take as soon as possible the necessary steps to call a conference to amend its text.

40. It will be recalled that the Agreement, drafted in substance by the Special Tripartite Conference concerning Rhine Boatmen which met in Geneva in November and December 1949, was finally approved by the Conference of Governments in Paris on 27 July 1950. Though the text of this Agreement was signed on behalf of Switzerland, the Agreement concerning the Conditions of Employment of Rhine Boatmen was not.

41. It has for some time been apparent that there were difficulties in the way of ratification by Switzerland and in consequence in the way of the coming into force of the Agreement. Informal conversations were held with the members of the Swiss delegation to the Special Tripartite Conference. In the course of these discussions the meaning of certain provisions was explained in the hope that these indications would enable action to be taken on the basis of the existing text. It proved, however, impossible to meet in this manner the points raised by the Swiss delegation.

42. It would not seem possible to deal with the points raised by the Swiss authorities by means of correspondence alone and, as stated in paragraph 39 above, the Swiss Government therefore proposes that a conference should be held to amend the text. It would seem appropriate to regard this further meeting as a revival of the Special Tripartite Conference concerning Rhine Boatmen. If that Conference were to succeed in arriving at an agreement upon the amendments to be introduced or the interpretations to be accepted, it would be desirable to hold, after an interval sufficient to enable governments to be consulted on the text itself, a further meeting of the Conference of Governments to sign the revised Agreement and Final Act.

43. Before a new conference could be held, however, it would be necessary for the Director-General to consult the governments of the countries concerned.

44. The Committee on Industrial Committees therefore recommends that the Director-General should be authorized (a) to enter into contact with the governments concerned with a view to the calling of a further session of the Special Tripartite Conference concerning Rhine Boatmen and, if agreement is reached thereon, of the Conference of Governments concerning Rhine Boatmen, and (b) if the governments concerned agree, to make the necessary arrangements for these meetings to be held.

45. The United States Government member recalled that his Government had been represented at the Special Tripartite Conference and the Conference of Governments at which the Agreement concerning Conditions of Employment of Rhine Boatmen had been adopted. He indicated, however, that in view of the changed circumstances his Government did not think it necessary that it should be consulted regarding the proposal to convene these Conferences again.

46. Consideration was given by the Committee on Industrial Committees to the question whether a delegation should be appointed by the Governing Body to take part in the proposed conferences. The Committee agreed, with one abstention, that it would not be necessary for such a delegation to be appointed.

47. The Committee on Industrial Committees recommends the Governing Body not to appoint a delegation to represent it at the proposed Special Tripartite Conference concerning Rhine Boatmen and the proposed Conference of Governments.

--88--

2 For the text of this resolution, see ibid., Vol. XXXVI, No. 7, 31 Dec. 1953.
48. At the 120th and 121st Sessions of the Governing Body (Geneva, November 1952 and March 1953), the Committee on Industrial Committees considered the problem of the co-ordination of social security schemes for miners in Europe in the light of a request received from the Miners' International Federation and a resolution adopted by the Coal Mines Committee of the I.L.O.1 At the 121st Session the Committee on Industrial Committees also noted that a request for technical assistance had been received by the Director-General from the High Authority of the European Coal and Steel Community (E.C.S.C.), from which it would appear that the High Authority is studying the question of social security for migrant miners in the six member States and in the Saar.

49. In its report to the Governing Body at its 121st Session (Geneva, March 1953), the Committee on Industrial Committees recognised that an attempt to solve the problem of the co-ordination of social security schemes for miners in Europe through the convening of a tripartite conference might give rise to numerous difficulties. It considered, however, that the possibility of solving the problem in a satisfactory manner might be explored. On the recommendation of the Committee on Industrial Committees, the Governing Body accordingly decided that the Director-General should be invited, in the course of his consultations with the High Authority of the E.C.S.C., to discuss appropriate means for dealing with social security problems arising for migrant miners in Europe.

50. Conversations have since taken place between the Office and the Secretariat of the High Authority. A Working Party of the E.C.S.C., which was set up for the application of article 69 of the Treaty constituting the E.C.S.C., held a meeting on 4 May 1953 on social security problems of European migrant workers, especially of migrant miners, a meeting at which the Office was represented. An informal meeting of government experts and an expert from the Office was convened by the High Authority for 3 June 1953.

51. The Governing Body is invited to take note of the above information.
it is not intended to affect the use of the term "plantation" in national laws and practices.

64. The Committee on Industrial Committees further recommends that governments be advised at the same time that in any cases in which doubts should arise, the Governing Body will determine whether the subject in question falls within the special province of the Committee on Work on Plantations or in the general province of the Permanent Agricultural Committee.

65. The Committee on Work on Plantations suggested several subjects for consideration by the Governing Body when deciding upon the agenda for the Third Session and subsequent sessions of the Committee. The Committee on Industrial Committees proposes to consider these suggestions on the occasion of the 123rd Session of the Governing Body.

J. FAFCHAMPS, Chairman.
Ninth Item on the Agenda: Report of the Committee on Standing Orders and the Application of Conventions and Recommendations

1. The Committee on Standing Orders and the Application of Conventions and Recommendations met at the International Labour Office on 6 March 1953 under the chairmanship of Mr. Ago (Government member, Italy) who also acted as Reporter of the Committee.

2. The Committee decided to submit to the Governing Body the following recommendations on the several items placed on its agenda:

Draft Periodical Reports on the Working of Conventions

(a) Right of Association (Agriculture) Convention, 1921 (No. 11).

3. The Committee noted that only the Polish Government had made suggestions relating to the possible revision of the Convention. It further took note that the Polish Government's observations relate to Article 6 of the Convention, which provides that each Member of the International Labour Organisation which ratifies the Convention engages to apply it to its colonies, possessions and protectorates in accordance with the provisions of article 35 of the Constitution of the International Labour Organisation. This proposal thus appears to raise once more the question of the revision of article 35 of the Constitution, against which the Conference took a decision in 1931.

4. In these circumstances the Committee recommends the Governing Body, in accordance with article II of its Standing Orders, to take the view that it is not desirable to place on the agenda of the Conference the revision in whole or in part of the Right of Association (Agriculture) Convention, 1921. Under the same article of the Standing Orders, the Director-General will communicate to the next session of the Conference the periodical report on the working of this Convention, taking into account the suggestions made by certain governments to modify or supplement the text of the draft report.

(b) White Lead (Painting) Convention, 1921 (No. 13).

5. The Committee noted that only the Government of the United States had indicated that it was in favour of revising the Convention by including provisions dealing with suitable and adequate control methods. The Committee further noted that the replies received from governments do not show a general desire to undertake, at the present stage, the procedure for revision of the Convention, which has moreover received 28 ratifications, and that the Director-General reserves the possibility of examining the United States Government's suggestion and of making at a later date proposals concerning the action upon it which might be appropriate.

6. In these circumstances the Committee recommends the Governing Body, in accordance with article II of its Standing Orders, to take the view that it is not desirable to place on the agenda of the Conference the revision in whole or in part of the White Lead (Painting) Convention, 1921. Under the same article of the Standing Orders, the Director-General will communicate to the next session of the Conference the periodical report on the working of this Convention taking into account the suggestions made by certain governments to modify or supplement the text of the draft report.

(c) Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15).

7. The Committee took note of the fact that no suggestions had been received from governments concerning the revision of this Convention. In these circumstances it recommends the Governing Body, in accordance with article II of its Standing Orders, to take the view that it is not desirable to place on the agenda of the Conference the revision in whole or in part of the Minimum Age (Trimmers and Stokers) Convention, 1921. Under the same article of the Standing Orders, the Director-General will communicate to the next session of the Conference the periodical report on the working of this Convention, taking into account the suggestions made by certain governments to modify or supplement the text of the draft report.

(d) Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16).

8. The Committee took note of the fact that this Convention had so far received a total of 35 ratifications, and that only two suggestions concerning its possible revision had been received. The Committee took the view that the time had not yet arrived for undertaking a far-reaching revision of this Convention. In these circumstances it recommends the Governing Body, in accordance with article II of its Standing Orders, to take the view that it is not desirable to place on the agenda of the Conference the revision in whole or in part of the Medical Examination of Young Persons (Sea) Convention, 1921. Under the same article of the Standing Orders, the Director-General will communicate to the next session of the Conference the periodical report on the working of this Convention taking into account the suggestions made by certain governments to modify or supplement the text of the draft report.

(e) Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32).

9. At its November 1952 Session, held in conjunction with the 120th Session of the Governing Body, the Committee noted that the Governing Body at that session had had before it a law and practice report on the items dealt with in the Protection against Accidents (Dockers) Convention, 1929 (No. 28), and in Convention No. 32, 1932, for the purpose of enabling it to decide whether the question of the revision of the 1932 Convention (No. 32) should be placed on the agenda of the 57th Session of the International Labour Conference (1954). On that occasion the Governing Body had decided that it was premature to reach a decision on this question until the Committee on Standing Orders and the Application of Conventions and Recommendations had had an opportunity to consider the draft ten-yearly report on the working of these two Conventions in the light of the suggestions received from governments and of the preliminary discussions which had taken place in the Governing Body. In these circumstances the Committee decided to request the Director-General to submit to it at its March Session a revised draft of the ten-yearly report and further proposals on the question, taking into account the various factors referred to above.

10. At the present session, the Committee had before it a revised draft ten-yearly report and noted that the Director-General submitted to the Governing...
Body at its 115th Session (Geneva, June 1951) a proposal to request a small group of experts to examine the proposals made by the International Transport Workers’ Federation calling for a revision of the Convention. The Committee took the view that this group of experts could also usefully examine any changes which might have taken place since 1932 on the methods of loading and unloading ships, as well as the effects which the changes were likely to have on the practical application of the provisions of the Convention.

The report of these experts would be submitted to the Governing Body, which would thus have all the necessary data to enable it to decide in full knowledge of the facts what action should be taken on the various proposals submitted to it.

The Committee also took the view that it would be desirable that action should be taken on a suggestion made by the Government of India. This government had mentioned the possibility of the International Labour Office’s requesting all the States Members which had ratified the Convention to supply copies of forms, certificates, etc., relating to testing and examining, and to examine these with a view to preparing a set of standard forms acceptable to all maritime countries. The Government of India was of the opinion that it would be more satisfactory to adopt this method than to wait for each State to supply such information to the other ratifying States. The Committee considered that the most convenient manner in which to give effect to this suggestion would be by means of an additional question to be inserted in the form of the annual report on Convention No. 32. This additional question would refer to Article 18 and would request governments to forward with the annual reports on the application of this Convention copies of forms, certificates, records, etc., which might be used in connection with the arrangements mentioned in paragraph 1 of this Article. The Committee noted that on the basis of the documents received from the ratifying countries in response to the request, the Director-General would report further at a later stage on the extent to which it might be desirable and possible to arrive at a set of standard forms acceptable to all the maritime countries.

In these circumstances, the Committee recommends the Governing Body to request a small ad hoc group of experts to examine the technical aspects of the matter. If this procedure were followed, the Director-General would submit to the Governing Body at a later session detailed proposals regarding the composition and terms of reference of these experts, as well as the date, duration and place of their meeting.

The Committee also recommends the Governing Body to insert in the form for the annual report on Convention No. 32, under Article 18, a request drafted as follows: "Please append to your report copies of all forms, certificates, records, etc., which may be used in connection with the arrangements mentioned in paragraph 1 of this Article".

The Committee lastly recommends the Governing Body to request the Director-General to communicate to the International Labour Office’s Standing Orders the Director-General will communicate to the Director-General to request a small ad hoc group of experts to examine the technical aspects of the matter.

Draft Forms of Annual Reports

Draft Forms of Annual Reports

With respect to the proposal made by the Government of Burma that a partial revision of the Convention might be undertaken with a view to ensuring more widespread ratification, the Committee took the view that the Convention, as it then stood, was sufficiently adaptable and could therefore be ratified by a fairly large number of States, even among the underdeveloped countries. With respect to the Polish Government’s proposal favouring a possible revision of the Convention in order that it might be supplemented by the provisions of the International Convention on the Protection of Workers in Employment in Building (Revised), 1937 (No. 53) could be supplemented on this point. The Committee however took note of the fact that as a rule the majority of governments did not seem to consider that the Convention should be revised at present.

In these circumstances, the Committee recommends the Governing Body, in accordance with article 11 of its Standing Orders, to take the view that it is not desirable to place the revision in whole or in part of the Safety Provisions (Building) Convention, 1937, on the agenda of the Conference. Under the same article of the Standing Orders the Director-General will communicate to the next session of the Conference the periodical report on the working of this Convention, taking into account the suggestions made by certain governments to modify or supplement the text of the draft report.

Choice of Conventions and Recommendations Which Should Be the Subject of Reports in 1954 under Article 19 of the Constitution

The Committee examined the question of the choice of Conventions and Recommendations on which governments might be requested to submit reports in 1954, under article 19 of the Constitution. In this connection, the Committee took into account the decision taken by the Governing Body at its 114th Session (Geneva, March 1951) to group as far as possible by subjects of current interest the reports requested each year from governments under article 19 of the Constitution and not to ask in future for too great a number of reports on unratified Conventions and on Recommendations, so as to avoid overburdening either the national administrations responsible for the drawing up of these reports or the bodies entrusted with their study. In answering the question of which Conventions have not yet been the subject of reports, provided for under article 19 of the Constitution, on unratified Conventions and on Recommendations. With particular reference to the Minimum Age (Non-Industrial

1 These draft forms are printed separately and are not reproduced here.
Employment) Convention (Revised), 1937 (No. 60), the Committee at its November 1952 Session had already decided that it would be helpful if among the Conventions and Recommendations on which governments might be requested to supply reports in 1954. The Committee had thus acted on a resolution adopted at the Second Session of the Advisory Committee on Salaried Employees and Professional Workers. It invited the Governing Body to carry out an inquiry into the ratification and non-ratification by States Members of the Conventions on the age of admission to non-industrial employment, “if necessary within the framework of a general study relating to all Conventions and Recommendations concerning non-industrial employment”.

10. In these circumstances the Committee recommends the Governing Body to request governments to supply for 1954, under article 19 of the Constitution, reports on the following Conventions and Recommendations: Minimum Age (Non-Industrial Employment) Convention (Revised), 1937 (No. 60); Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1940 (No. 78); Medical Examination of Young Persons Recommendations, 1946 (No. 79); Night Work of Young Persons (Non-Industrial Occupations) Convention, 1945 (No. 79); Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1952; Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1952 (No. 78); and Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1952.

11. The Committee considered that there is reason to believe that the information to be given as regards Recommendation No. 79 should be limited to the law and practice concerning the medical examination for fitness for employment in non-industrial occupations.

Desirability of Revising the Hours of Work and Rest Periods (Road Transport) Convention, 1939 (No. 67)

20. The Committee was invited to consider the request of the Inland Transport Committee that the Governing Body should open the procedure for the revision of the Hours of Work and Rest Periods (Road Transport) Convention, 1939 (No. 67). The Committee had before it a note on the background of this question and took note of the fact that at its Fourth Session, held in Nervi (Genoa) in December 1951, the Inland Transport Committee decided to invite the Governing Body to open the procedure for the revision of this Convention. The Committee also noted that the Governing Body (Geneva, 1952) decided to place on the agenda of the Fifth Session of the Inland Transport Committee the question of “conditions of employment in road transport”, with a view to enabling the Committee to consider the most important aspects of the problem of hours of work in road transport, as well as any other matters which fall under this heading. After a short exchange of views the Committee expressed the wish that any solution which might entail considerable delay in the procedure for the revision of this Convention should be avoided. It was also pointed out that this Convention, which was adopted in 1939, had not yet been considered at the national level and that it might be desirable before opening the procedure for revision to request the Inland Transport Committee to define the points which should be included in a possible revision of the Convention and to ensure that general agreement with respect to this revision could be secured.

21. In these circumstances the Committee took note of the request of the Inland Transport Committee that the Governing Body should open the procedure for the revision of the Hours of Work and Rest Periods (Road Transport) Convention, 1939 (No. 67) and recommends the Governing Body to invite the Inland Transport Committee to examine the question of hours of work in road transport in connection with the discussion of the second item on the agenda of its Fifth Session: conditions of employment in road transport, and particularly to define the items which should be included in a possible revision of the Convention and to indicate any other solution which might be adopted in this respect.

Attendance of Observers at Meetings of the International Labour Organisation

22. At its 120th Session the Governing Body asked the Director-General to examine the question of the attendance at meetings of experts of observers appointed both by Member States and by non-governmental international organisations and to report back to the Committee on Standing Orders and the Application of Conventions and Recommendations.

23. Meetings of experts are composed of individuals selected by the Governing Body on the basis of their ability. The size of the meeting is determined to promote greater efficiency. Their work is thus likely to decline both in quality and efficiency as a result of the attendance of a considerable number of observers. Furthermore, when a government or a non-governmental international organisation has a special familiarity with, or experience in, the subject-matter to be considered by a meeting of experts, the Governing Body is always free to, and normally would, appoint experts nominated by the government or organisation to attend the meeting. In certain cases the governments and international organisations interested in the subject would also have an opportunity to be represented at the discussion of the conclusions of that meeting in the Governing Body or elsewhere. It would seem preferable to rely on these well-tested arrangements rather than to make any general provision for the attendance of observers at meetings of experts. There are, indeed, certain analogies between meetings of experts and certain other committees of the I.L.O. in respect of which it has always been recognised that the participation of observers would be inappropriate. The Fact-Finding and Conciliation Commission on Freedom of Association, the U.N. I.L.O. Ad Hoc Committee on Forced Labour, and the Committee of Experts on the Application of Conventions and Recommendations are examples of such committees.

24. The Committee considered that there is reason for the greatest prudence in the admission of observers to meetings of experts and that it would be preferable to maintain the practice in regard to the matter followed before its 120th Session by limiting attendance at such meetings to experts invited by the Governing Body. It was understood that in special cases the matter could be raised in the Governing Body.

Preparation of Regional Conferences

25. The Committee reserved for consideration at a later session the question of the preparation of regional conferences.

Release of Confidential Governing Body Minutes After a Period of Years

26. The Director-General was asked by a private individual who is preparing a book on John G. Winant, former Director of the International Labour Office, for permission to cite extracts from certain confidential Governing Body minutes of the years 1938-41. Since the Governing Body alone can grant permission for the use of these confidential minutes, and since similar requests may be presented at other times, it appeared desirable to submit the question of principle to the Committee on Standing Orders and the Application of Conventions and Recommendations.

27. Article 14, paragraph 3, of the Standing Orders of the Governing Body provides as follows:

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When the minutes have been approved by the Governing Body they shall be printed by the International Labour Office, circulated to the governments of the States Members, and may be made public. The minutes of the private sittings mentioned in article 8, paragraph 1, shall, however, not be made public; they shall be printed separately and regarded as confidential.

28. Confidential minutes are communicated to the members of the Governing Body and to governments, and there are accordingly widely distributed collections of these minutes all over the world.

The Office is not in a position to control the use of these minutes. For instance, in the case referred to in paragraph 26 above, the author approached the Office although he was already in possession of the documents concerned.

The minutes are not protected by anything in the nature of an Official Secrets Act. Moreover, while the Universal Copyright Convention which was adopted in Geneva in September 1952 does contain a protocol concerning the application of its provisions to the works of certain international organisations, that Convention has not yet been ratified.

29. Generally speaking, the reasons for which minutes are classified as confidential no longer operate after a certain number of years, since the questions discussed are no longer of topical interest. Often these minutes contain historical data to which serious authors should have access for the preparation of scientific works such as theses and monographs relating to the Organisation.

There are very special occasions on which secret minutes are taken which remain the exclusive property of the Governing Body and are not published or communicated to anyone. They are not affected by any decision on the subject here discussed.

30. The Committee considered that the simplest solution would be to state in the Standing Orders of the Governing Body that the minutes of private sittings of the Governing Body shall lose their confidential character after a reasonable period, which, in the view of the Committee, should be ten years.

The Committee accordingly recommends to the Governing Body that it modify paragraph 3 of article 14 of its Standing Orders in the following manner:

When the minutes have been approved by the Governing Body they shall be printed by the International Labour Office, circulated to the governments of the States Members, and may be made public. The minutes of the private sittings mentioned in article 8, paragraph 1, shall, however, not be made public; they shall be printed separately and regarded as confidential for a period of ten years from the date of the sitting in question.

31. The Committee expressed the view that the new rules should not be too rigidly applied, and that in particular cases in which it seemed desirable to permit a writer to make use of confidential minutes before the ten years' period has expired it would be appropriate for the Director-General to give such permission after consultation with the Officers of the Governing Body.

32. It was noted that when requests to use confidential minutes are made to the Office, the Director-General would make a practice of inviting the author to submit his manuscript to him in order to verify and ensure the propriety of the use made of them.

R. Ago,
Chairman.
Tenth Item on the Agenda: Report of the Manpower and Employment Committee

1. The Manpower and Employment Committee met on 26 May 1953 under the chairmanship of Mr. de Souza e Silva.

Approval of the Minutes of the Last Session of the Committee

2. The Indian Employers' member raised the question of the extent to which there was overlapping between the Manpower and Employment Committee and the Technical Assistance Committee and inquired if the possibility of avoiding this duplication and merging them had been considered. In response to this inquiry it was recalled that at its meeting during the previous session of the Governing Body the Committee had come to no agreement on this matter and that several members had expressed the view that the Manpower and Employment Committee had a definite function to fulfil, in dealing with technical aspects of manpower organisation, notwithstanding the fact that that Committee and the Technical Assistance Committee covered the same ground. This view was accepted by the Committee, which agreed that the draft minutes faithfully reflected the proceedings.

3. The Committee approved the minutes of its last session, held in Geneva on 20 November 1952.

Progress Report

4. The Committee had before it a detailed progress report covering the period October 1952-March 1953.

5. The Belgian Government member observed that the Yugoslav trainees who visited Belgium had been most welcome. He and the United States Workers' member expressed their interest in the efforts which were being made to follow up the careers of the trainees after the completion of their training.

6. The Indian Employers' member, while expressing appreciation of the technical assistance activities of the Organisation in the field of vocational training in Asian countries and more particularly India, suggested that the time had probably come to evaluate the suitability of the T.W.I. type of training for these countries. In any such evaluation experience in public as well as private undertakings should be taken into account. An attempt should be made to view the question in the perspective of an industry as a whole, so that the lessons drawn from this experience might be generally available. A review of this kind might well serve as a guide to all industrialists who wished to introduce the training methods which I.L.O. experts had found to be effective.

7. It was stated in response to these suggestions that the Asian Field Office was in process of collecting the necessary material for the sort of review to which reference had been made. As soon as the available material had been collected, and the necessary analysis completed, the results of the study would be laid before the Committee for observations in regard to further action. It was also stated that transport was an important feature of economic development in underdeveloped countries, and that when a request was duly received from a government for expert assistance in this field, it could not be disregarded.

8. Two experts, Miss Pettijohn, who was a lecturer in the Asian Regional Institute on Employment Service Organisation, and Mr. Card, who was the leader of the Asian Institute on Apprenticeship (both of them are at present attached to the staff of the Office) made brief statements on the work of the two Institutes. The Committee desired that its appreciation of their statements should be placed on record.

9. The United States Government member expressed his satisfaction with the information contained in the report, and in particular with the conclusions on the direction in which I.L.O. manpower policy was developing. He hoped in particular that an analysis of the results of manpower technical assistance activities would be made available to members of the Governing Body.

10. The United States Workers' member said that the report showed the real progress achieved by the Office in the manpower field. The Workers' representatives hoped that the programme would benefit workers in a more tangible way, and, in particular, would encourage the development of workers' organisations.

11. The Chilean Workers' member associated himself with these remarks and pressed the Office to extend to other underdeveloped regions, such as Latin America and Africa, valuable activities such as the recent Asian Apprenticeship Vocational Training and Employment Service Institutes.

12. The Committee agreed to take note of the progress report.
APPENDIX XI

Eleventh Item on the Agenda : Reports of the International Organisations Committee

First Report

1. The International Organisations Committee met on 27 May 1953 under the chairmanship of Sir Guildhaume Myrdedin-Evans.

Draft Agreement concerning Collaboration between the International Labour Organisation and the European Coal and Steel Community

2. The Committee had before it the text of a draft agreement concerning collaboration between the I.L.O. and the European Coal and Steel Community resulting from conversations between the Director-General and the Chairman of the High Authority and their respective representatives.

3. The Committee noted that the draft agreement was drawn up in line with the principles concerning relations between the I.L.O. and regional organisations laid down by the Governing Body when it considered, at its 112th Session, the agreement between the I.L.O. and the Council of Europe.

4. The draft agreement under consideration has some similarities with the agreement concluded between the I.L.O. and the Council of Europe which was finally approved by the Governing Body at its 117th Session. Thus it contains provisions concerning mutual consultation and reciprocal representation, the utilisation of legislative and statistical information and the exchange of documents and information between the two bodies, which are similar to those included in the agreement between the I.L.O. and the Council of Europe.

5. In view of the particular nature of the European Coal and Steel Community, however, the draft agreement now submitted to the Governing Body for approval also possesses some special aspects. In the first place, this organisation had been granted special powers over the coal and steel industries of its States Members; the draft agreement therefore deals with relations between the I.L.O. Coal Mines Committee and the Iron and Steel Committee, on the one hand, and the High Authority of the European Coal and Steel Community on the other. Secondly, as the preamble to the draft agreement emphasises, owing to the supra-national character of the Community collaboration with it raises problems of a new kind. In fact, within the functions entrusted to the Community, the High Authority has been invested with powers of an executive nature. It follows that the agreement between the I.L.O. and the Community must necessarily take the form of a working arrangement, making it possible, on an essentially practical basis, to place at the disposal of the States Members of the Community, and through the intermediary of the High Authority of the Community, the technical services of the I.L.O. For this purpose the agreement provides, in articles 9 and 10, that the High Authority of the European Coal and Steel Community may ask the I.L.O. for its technical assistance in a certain number of fields which are within the I.L.O.'s competence. Under article 11 it is provided that the expenses arising from technical assistance thus given are to be repaid to the I.L.O. by the High Authority. Lastly, taking account of the experience and special competence which the I.L.O. possesses as a result of its tripartite character, the draft agreement provides in article 8 that the High Authority may consult the I.L.O. upon methods of collaboration in respect of any tripartite meeting which it may be desirable to convene to consider certain European problems of interest to the European Coal and Steel Community.

6. The agreement will come into force as soon as the Director-General of the International Labour Office and the Chairman of the High Authority of the European Coal and Steel Community have notified each other of the approval of the agreement by the Governing Body of the International Labour Office and the High Authority of the Community.

7. The Committee recommends the Governing Body to approve the draft agreement concerning collaboration between the I.L.O. and the European Coal and Steel Community.

Second Report

1. The International Organisations Committee met on 24 June 1953 under the chairmanship of Sir Guildhaume Myrdedin-Evans and continued its consideration of the questions on its agenda which it had not finally dealt with at its meeting on 27 May 1953.

Report of the Ad Hoc Committee on Forced Labour

2. The Committee had before it the final report of the Ad Hoc Committee on Forced Labour. In view of the short time available for examination of this report, the Committee considered that it could not undertake a thorough study of the Ad Hoc Committee's conclusions, but with the desire to allow representatives of the I.L.O. at the forthcoming session of the Economic and Social Council to emphasise the importance which the Organisation attaches to this question, the Committee makes the following recommendations to the Governing Body.

3. On the basis of the allegations which had been placed before it and the replies received from governments in respect of these allegations, and on a study of the legislation of the various countries against which
allegations were made and subsidiarily of other documentation and evidence put at its disposal, the **Ad Hoc** Committee drew a distinction in its report between two main forms of forced labour: systems of forced labour of a political type and systems of forced labour used for economic purposes.

4. In regard to forced labour of a political type, the **Ad Hoc** Committee recommends (chapter V, paragraph 552) that an appeal be addressed to all the governments which in one form or another maintain or might maintain a system of forced labour of a political type to the effect that they re-examine their laws and their administrative practices in the light of present conditions and the increasing desire of the peoples of the world “to reaffirm faith in fundamental human rights [and] in the dignity and worth of the human person”. The International Organisations Committee recommends the Governing Body to support this suggestion and to inform the Economic and Social Council and the General Assembly of the United Nations.

5. The **International Organisations Committee** further recommends the Governing Body—

(a) to express the thanks of the International Labour Organisation to the Chairman and members of the **Ad Hoc** Committee on Forced Labour for the work they have accomplished and the report they have presented;

(b) to take note of the report of the **Ad Hoc** Committee including the conclusions of the Committee concerning the various allegations submitted to the Committee for consideration;

(c) to place on record the intention of the International Labour Organisation to give sympathetic consideration to the recommendations of the **Ad Hoc** Committee on Forced Labour and invite the Director-General to place on record the intention of the European Coal and Steel Community in accordance with evolving circumstances and the practical needs of the two organisations.

The practical effect of this change is to alter the text of the agreement in accordance with the views expressed in the Governing Body on this point.

9. The Director-General has been informed that the text of the agreement embodying the changes of form described above has been definitely approved by the High Authority of the European Coal and Steel Community.

10. The Committee recommends the Governing Body to approve the changes of form made by the High Authority in the agreement between the International Labour Organisation and the European Coal and Steel Community.

**Full Employment**

11. The question of full employment is on the agenda of the next session of the Economic and Social Council. In accordance with the decision taken by the Governing Body at its 114th Session, the International Organisations Committee has considered the points which should be included in the brief for the I.L.O. representative to the Economic and Social Council concerning this question. The Committee recommends that the Governing Body authorise the Director-General to include in the brief for the I.L.O. representative to the Economic and Social Council the following points:

(i) In view of the desirability of maintaining strong economies free from inflation or deflation it would seem desirable—

(a) that governments and employers should make a determined effort to improve methods of forecasting changes in economic activity and employment in order to be better prepared to anticipate new situations;

(b) that governments should keep in readiness well-formulated and varied plans for sustaining high levels of employment; these plans should be designed so that appropriate policies to meet particular difficulties can be brought into action quickly if unemployment should suddenly become severe.

(ii) Attention should be drawn to the desirability, as was suggested in the Director-General’s Report for 1950, of an increased flow of capital from the economically developed countries to the underdeveloped countries. Such financing will not only accelerate economic development; it will also contribute to restoring equilibrium in international trade.

(iii) attention should be drawn to the provisions of the following I.L.O. Conventions and Recommendations on action to overcome frictional unemployment:

- Employment Service Convention (No. 88), 1948;
- Employment Service Recommendation (No. 83), 1948;
- Vocational Guidance Recommendation (No. 87), 1949;
- Vocational Training (Adults) Recommendation (No. 88), 1950.

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1 See above, First Report of the International Organisations Committee, p. 96, paragraphs 2-7.

(iv) Governments and employers should give due consideration in suitable cases to possibilities for encouraging the establishment of new plants in areas where unemployment is severe.

(v) Since a high level of productivity is an important factor in maintaining and increasing the standard of living, in economic development and in the maintenance of equilibrium in international trade, attention should be called to the conclusions of the recent I.L.O. Meeting of Experts on Productivity in Manufacturing Industries.

(vi) Attention should be drawn to the importance of field inquiries and surveys to determine the extent of underemployment in underdeveloped countries.

(vii) Attention should be drawn to the integrated programmes suggested by the I.L.O. Asian Advisory Committee to remove the causes and consequences of rural underemployment and overpopulation in Asian countries.

(viii) In view of the urgent need to restore equilibrium in international trade, attention should be called to:

(a) the continuing importance of international confidence that all countries will take appropriate measures to maintain internal stability and to reduce restrictions on trade between nations; and

(b) the importance of devising methods to promote greater stability in the earnings of producers of primary products.

12. Mr. Zempel had during the discussion on this question proposed that the following paragraph should be added to those set out above:

Attention should be drawn to the role which an unemployment compensation programme can play in the various countries as a basic economic policy measure.

Mr. Zempel withdrew this proposal; however, it was taken up and proposed by Mr. Delaney but not adopted, the result of the vote on its inclusion being 5 votes for and 5 votes against.

13. During the discussion Mr. Zempel indicated that he considered that the I.L.O. representative at the Economic and Social Council should place special emphasis on the importance attached by the I.L.O. to points (iii) to (vii) in paragraph 11 above, for which the I.L.O. has a particular responsibility.

Programme of Concerted Practical Action in the Social Field of the United Nations and Specialised Agencies

14. The Committee examined this question at its sitting on 27 May and completed consideration of the matter at its sitting on 24 June 1953. The Committee had before it the Programme of Concerted Practical Action in the Social Field of the United Nations and Specialised Agencies which has been drawn up with a view to giving effect to the proposals contained in the “Concerted Programme” for the purposes of the Organisation. The programme is essentially an inter-secretariat effort to give a clear over-all picture of the activities of the Organisation and that it would be useful to reprint them separately in order to give them wider publicity. It suggests, therefore, that the Director-General should consider this possibility and, if it proves feasible, make proposals to the Governing Body thereon.

Guilhameu MYRDDIN-EVANS, Chairman.

Third Report

1. The International Organisations Committee met on 25 June 1953 under the chairmanship of Sir Guilhameu Myrdind-Evans and completed its consideration of the questions on its agenda which it had not finally dealt with at its meeting on 24 June 1953.

International Covenants on Human Rights

2. The United Nations Commission on Human Rights recently held its ninth session (6 April-1 June 1953) at Geneva. At this session, it re-examined the articles containing measures for the implementation of civil and political rights which occur in part IV of the draft Covenant approved by the Commission at its seventh session.¹ The Governing Body will remember that part IV provides for a human rights committee, the chief duty of which would be to examine complaints made by one State against another State accused of not respecting one of the provisions contained in the Covenant concerning civil and political rights.² The competence of this committee was, however, in the draft approved by the Commission at its seventh session, limited by article 53 of the draft Covenant, which in its latest form stated that “the Committee shall deal with any matter referred to it under article 52


² Article 52 of the draft Covenant.
save that it shall not take any action in a matter (a) for which any organ or specialised agency of the United Nations competent to do so has established a special procedure by which the States concerned are governed; (b) with which the International Court of Justice is already seised.” During the discussion of this article at the ninth session, the Yugoslav delegation proposed to substitute for it the following text: “The Committee shall deal with any matter referred to it under competence (a) and (b) impaired by the fact that any given matter falls within the competence of another organ or specialised agency of the United Nations, with the exception of the International Court of Justice when it is already seised with the matter. The Committee shall decide how far it should make use of the findings of investigations carried out by such the Yugoslav representative made this proposal, he emphasised that he did not by any means underestimate the value of the part played by the specialised agencies but that he did not think it necessary to limit in any way the competence conferred upon the proposed human rights committee. The representative of the I.L.O. pointed out, on the other hand, that the interest of the I.L.O. was concentrated upon articles 17 and 18 of the draft Covenant concerning civil and political rights, which dealt with the right of peaceful meeting and with trade union rights. He reminded the Commission of the special procedure set up by the I.L.O. in agreement with the United Nations for the protection of freedom of association. He also emphasised that the Yugoslav proposal, if adopted, would again call in question the satisfactory agreement which had been reached after long negotiations between the International Labour Office and the Economic and Social Council. He concluded by emphasising that the original text of article 53 was of a kind to give satisfaction both to the United Nations and to the I.L.O. in that it made it possible, among other matters, to avoid unnecessary duplication. The representatives of Australia, Belgium, France, Sweden, the United Kingdom and the United States supported this point of view and spoke in favour of the text of article 53 and against the Yugoslav proposal. The representatives of Chile, China, Egypt the Philippines and Uruguay, as well as the representative of Yugoslavia, spoke in favour of the Yugoslav proposal and against the text of article 53. The representatives of Poland, of the Ukrainian Soviet Socialist Republic and of the United States against the Yugoslav proposal and against the text of article 53. The Yugoslav proposal was therefore rejected by the Commission on Human Rights by 7 votes to 9 and the text of article 53 itself was rejected by 6 votes to 9, with 1 abstention. A motion that this last vote should be taken again was not carried, the result of the vote being 6 votes in favour, 6 votes against, with 3 abstentions.

3. In consequence, the draft Covenant concerning measures of implementation of civil and political rights at present contains no provision limiting the competence of the proposed human rights committee. The problem will now be examined by the Economic and Social Council or the General Assembly when the report of the Commission on Human Rights is discussed.

In these circumstances, the Committee recommends that the Governing Body reaffirm the importance which it attaches to the insertion in the draft Covenant concerning the implementation of civil and political rights, of a clause to avoid any duplication between the competence of the human rights committee and the I.L.O. in regard to questions for which a special procedure has been set up by the I.L.O.

5. A number of members of the Committee were of the opinion that if the Governing Body were to accept the recommendation contained in paragraph 4 above, the views expressed in that paragraph should be strongly voiced by the I.L.O. representative at the Economic and Social Council of the United Nations.

6. During the ninth session of the Commission on Human Rights, the United States delegation, after stating that the United States did not intend to ratify the draft Covenant concerning human rights, submitted to the Commission on Human Rights three draft resolutions containing a new procedure for the implementation of human rights. These proposals provide, among other matters, that—

(a) Governments of States Members of the United Nations shall transmit each year to the Secretary-General a report on developments and achievements in the field of human rights; the reports thus received will be considered by the Commission on Human Rights;

(b) the United Nations will supply to governments which request it technical help in the field of human rights;

(c) the Commission on Human Rights will undertake every year studies of specific aspects of human rights on a world-wide basis.

7. It should be noted that each of the draft resolutions submitted by the United States delegation contains a clause providing that the work defined above shall be carried out in collaboration with the specialised agencies, in order to avoid any duplication.

8. The Commission on Human Rights considered that in the short amount of time at its disposal it could not pay proper attention to the draft resolutions submitted by the United States delegation. It therefore transmitted these drafts, and the amendments thereto, as well as the summary records of its discussions on this question, to the Economic and Social Council of the United Nations; it invited the Economic and Social Council to communicate these documents to the member States of the United Nations and the specialised agencies therewith a request that they should submit to the Secretary-General of the United Nations before 1 October 1953 their observations on the draft resolutions and amendments.

9. The Administrative Committee on Co-ordination, which met at Geneva in May 1953, indicated that the members of the Committee were prepared to make to the Economic and Social Council, at the appropriate time, proposals for the attention of the competent bodies of the various organisations concerned with a view to eliminating duplication and ensuring full and complete co-operation in this field.

10. The Committee recommends that the Governing Body emphasise the importance which it attaches to the elimination of duplication and to collaboration in this field between the United Nations and the competent specialised agencies.

I. The Role of the Council of Europe in the Social Field

II. At its fifth session (May 1953), the Consultative Assembly of the Council of Europe had before it a memorandum on the role of the Council of Europe in the social field prepared by the Secretary-General of the Council of Europe at the request of the Committee of Ministers. The Committee on Social Questions of the Consultative Assembly of the Council of Europe had decided to consider it in June 1953 in the light of the views expressed on it by the governments concerned, it being understood that the I.L.O. would also be consulted on the matter.

2 This memorandum is not reproduced here. See Council of Europe: Memorandum by the Secretariat-General of the Council of Europe on the Role of the Council of Europe in the Social Field (Strasbourg, 16 Apr. 1953).
The memorandum states further that action might be taken by the Council with a view to bringing into greater uniformity, so far as this is feasible and desirable, the social administration of member States, the training of social and welfare personnel and the collection of labour statistics, and with a view to abolishing discrimination in the social field between nationals of member States and co-ordinating the activities of member States in the framework of other international organisations.

16. The memorandum emphasises the importance of co-operation with the I.L.O. and states in this connection that “all questions of a social nature relating to Europe are of interest also to the I.L.O. That organisation has, as already mentioned, developed international standards in many important sectors of the social field, and it is equipped precisely for the kind of technical work on which the success of a social programme depends. A larger measure of co-operation with the I.L.O. should take place, not only on the secretariat level, but also on the organisational level. The agreement between the two organisations provides a basis of such co-operation, including provision for the convocation when deemed necessary of European regional meetings of a tripartite character to deal with matters of interest to the Council of Europe, and which are also within the competence of the I.L.O. Thus, plans initiated by the political organs of the Council of Europe might be studied from the technical point of view in close collaboration with the I.L.O.”

17. The Committee recommends that the Governing Body should acknowledge receipt of the memorandum prepared by the Secretariat-General of the Council of Europe on the role of the Council of Europe in the social field, and—

(a) state that the I.L.O. attaches great interest to the questions contained in the memorandum, but that in view of the short time which the Governing Bodies of the I.L.O. has at its disposal to examine this question, it wishes to study it in greater detail at its next session;

(b) reaffirm the importance which the I.L.O. attaches to avoiding unnecessary duplication between international and regional action and its willingness to give all possible assistance in securing on a regional basis a larger measure of common approaches than can be secured on a wider, international basis, as far as this is thought practicable and desirable by the countries concerned;

(c) indicate the willingness of the I.L.O. to apply in a spirit of collaboration article 3, paragraph 2, of the agreement between the Council of Europe and the I.L.O. which provides that “whenever the Committee of Ministers of the Council of Europe deems it necessary to hold a regional meeting of a tripartite character to deal with matters of interest to the Council of Europe which are within the sphere of action of the International Labour Organisation, it shall propose to the Governing Body of the International Labour Organisation that a European regional meeting and the I.L.O. in accordance with article 2 of this agreement, that the latter convene such a meeting”;

(d) draw the attention of the Council of Europe to the fact that the Governing Body of the Office may have proposals to put forward for action by the I.L.O. in regard to questions referred to in the memorandum of the Secretariat-General of the Council of Europe on the role of the Council of Europe in the social field;

(e) draw the attention of all its members concerned to the advisability of informing, in their personal capacity, the members of the Committee of Ministers and of the Consultative Assembly of the Council of Europe of these decisions.

18. During the Committee’s discussion on this question, Mr. Waline of the Employers’ group, stressed that the memorandum prepared by the Secretariat-General of the Council of Europe raised a host of different questions and stated that he wished to make the strongest reservations with regard to a number of the proposals contained in the memorandum.
19. During the same discussion, the Workers' group stated that it wished to make definite reservations with regard to the wording of paragraph 17(c) above. The Workers' group would have preferred that instead of merely recalling the terms of article 3, paragraph 2, of the agreement between the Council of Europe and the International Labour Organisation, the Governing Body should declare that the I.L.O. was prepared to assume responsibility for the convocation of any regional tripartite meeting, the convocation of which was requested by the Council of Europe in accordance with article 3, paragraph 2.

Guildhaume MYRDDIN-EVANS,
Chairman.
APPENDIX XII

Twelfth Item on the Agenda: Reports of the Committee on Freedom of Association


¹ See above, Minutes of the Fifth Sitting, p. 41.
APPENDIX XIII

Thirteenth Item on the Agenda: Composition of Committees

Committee of Experts on Indigenous Labour

New Appointments.

1. The Governing Body is invited to appoint, for a period of three years, the following members:

- Mr. W. J. Garrot (Burmese), Commissioner, Sagain Division, Sagain; former Deputy Commissioner, Naga Hills District; expert on problems relating to indigenous populations.
- Mr. Donald M. Mackay (Canadian), Director, Indian Affairs Branch, Department of Citizenship and Immigration, Ottawa; former Indian Commissioner for British Columbia.

2. The Governing Body is invited to appoint, for a period of three years, the following new appointments:

- Dr. Jean S. Felton (United States), Medical Director, Oak Ridge National Laboratory, Oak Ridge, Tennessee; former Superintendent of the Health Department, Monsanto Chemical Company, Clinton Laboratories, Oak Ridge, Tennessee; former Industrial Medical Officer, San Francisco Port of Embarkation; Member, American Medical Association, American Association of Industrial Physicians and Surgeons, American Industrial Hygiene Association.
- Mr. Nelson González Maseda (Uruguayan), Chief of the Accident Prevention Department of the National Labour Institute, Montevideo.

Correspondence Committee on Occupational Safety and Health

New Appointments.

3. The Governing Body is invited to appoint, for a period of three years, the following members:

- Mr. Soiohi Togashi (Japanese), Director, Labour Statistics and Research Division, Ministry of Labour, Tokyo.

Correspondence Committee on Statistical Experts

New Appointment.

4. The Governing Body is invited to appoint, for a period of three years, the following member:

- Mr. Hugh Worrell Springer (British West Indies), Barrister-at-Law, Inuer Temple; Registrar, University College of the West Indies, Kingston, Jamaica; former member of the House of Assembly, Barbados; former full member of the West Indies Committee of the Asquith Commission on Higher Education in the Colonies.

Committee of Experts on Social Policy in Non-Metropolitan Territories

New Appointments.

5. The Governing Body is invited to appoint, for a period of three years, the following members:

- Mr. Hugh Worrell Springer (British West Indies), Barrister-at-Law, Inuer Temple; Registrar, University College of the West Indies, Kingston, Jamaica; former member of the House of Assembly, Barbados; former full member of the West Indies Committee of the Asquith Commission on Higher Education in the Colonies.

First Supplementary Note

Correspondence Committee on Co-operation

1. It will be remembered that the Governing Body at its 115th Session (Geneva, June 1951) decided to transform into a Correspondence Committee the former Advisory Committee on Co-operation, which it had set up at its 96th Session (Montreal, May 1946), with a view to making it more widely representative by broadening its composition to include members of regions not represented on the Committee.

2. The Director-General has undertaken the necessary consultations and is in a position to make a series of proposals for membership of the Committee. Though the proposed new appointments do not yet reflect the full geographical balance which various members of the Governing Body have frequently urged should be observed in the composition of all I.L.O. committees, that necessity is being borne in mind and further proposals will be submitted as occasion arises.

New Appointments.

3. The Governing Body is invited to approve, for a period of three years, the following new appointments:

- Mr. A. Antoni (French), General Secretary, General Confederation of the Workers' Production Cooperatives, Paris.
- Mr. Julio Astengo (Uruguayan), Chairman of the Consumers' Co-operative Salud Publica, Montevideo.
- Mr. Ch. H. Barhier (Swiss), Member of the Board of Management, Swiss Union of Consumers' Cooperatives, Basle.
- Mr. A. A. Carney (United Kingdom), Director, Jamaica Co-operative Union Ltd.; Secretary, Jamaica Development Council, Kingston.
- Mr. Howard A. Cowden (United States), President, Consumers' Co-operative Association, Kansas City.
- Mr. H. J. Frietema (Netherlands), Director, National Co-operative Council, The Hague.
- Mr. Leib Garfunkel (Israel), Registrar of Co-operative Societies, Ministry of Labour, Jerusalem.
- Mr. W. J. Goddard (Burmese), Joint Registrar of Co-operative Societies, Rangoon.
- Mr. E. Hasselman (Federal Republic of Germany), General Director, Central Union of German Consumers' Co-operative Societies, Hamburg.
- Mr. Yasushi Hasumi (Japanese), President, Federation of the National Guidance Agricultural Co-operative Associations, Tokyo.
- Mr. S. A. Husain (Pakistani), Co-operation and Marketing Adviser to the Government of Pakistan, Karachi.
- Mr. W. Kidston (Australian), Secretary, Co-operative Union of Queensland, Brisbane.
- Mr. J. Lemaire (Belgian), Director of the Co-operative Society La Prévoyance sociale, Brussels.
- Mr. Pierre Martin (French), President, National Federation of Agricultural Co-operation; President, International Federation of Agricultural Producers, Paris.
Mr. Brian MELVIN (Canadian), Secretary, Cooperative Union of Canada, Ottawa.

Mr. Thor PEDERSEN (Danish), Director of the Cooperative Union, Copenhagen.

Mr. Roessli RAHIM (Indonesian), Chief of the Department of Co-operation, Ministry of Industry and Commerce, Djakarta.

Mr. SHONK (Australian), Editor of the Cooperative News; Hon. Secretary, Co-operative Federation of Australia, Sydney.

Mr. Celestino SIERRA (Argentine), President, Co-operatives’ Association, Buenos Aires.

Mr. R. SOUTHERN (United Kingdom), General Secretary, Co-operative Union, Ltd., Manchester.

Mr. J. K. STERN (United States), President, American Institute of Co-operation, Washington, D.C.

Mr. B. J. SURRIDGE (United Kingdom), Adviser on Co-operation, Colonial Office, London.

Mr. V. P. VARDE (Indian), Member Executive Committee of the Indian Co-operative Union; Hon. Secretary, Bombay Provincial Co-operative Institute, Bombay.

Mr. Jerry VOORHIS (United States), Executive Director, Co-operative League of the United States, Chicago.

Mr. Mihailo VOUTCHKOVITCH (Yugoslav), Member, International Co-operative Alliance; Member of the Directorate, General Federation of Yugoslav Co-operative Unions, Belgrade.

Mr. L. WILLIAMS (United Kingdom), President, Co-operative Wholesale Society Board, London.

Death.

4. The Governing Body is informed of the death of Mr. H. L. KAJI (Indian), President, Indian Cooperative Union, Bombay.

Committee of Experts on Indigenous Labour

New Appointment.

5. The Governing Body is invited to appoint, for a period of three years, the following members:

Mr. Darcy RIBEIRO (Brazilian), Chief of the Research Section, Indian Protection Service; Professor of Ethnology, University of Rio de Janeiro.

Mr. Panagiotis GENERALIS (Greek).

Prof. Theodore HATCH (United States).

Mr. Charles L. HEATER (United States).

Dr. A. MAZURKIEWICZ (Polish).

Mr. H. R. PAYNE (United Kingdom).

Mr. Marcel PROT (French).

Mr. L. RIMBAUD (French).

Dr. André SALMONT (French).

Second Supplementary Note

Correspondence Committee on Co-operation

1. The following proposals could not be submitted earlier to the Governing Body, because the consent of the governments concerned had not yet been received. The Governing Body is asked, however, to consider them at the present session, since a proposal in a separate paper will request authority to convene a panel of the Correspondence Committee on Co-operation before the end of 1953.

New Appointments.

2. The Governing Body is invited to approve, for a period of three years, the following new appointments:

Mr. A. L. AMER (Egyptian), Director-General of the Co-operative Department, Cairo.

Mr. S. C. FERNARDO (Singalese), Registrar, Co-operative Societies, Colombo.

Mr. M. A. MEJIA (Philippines), Administrator of the Co-operative Administration Office, Quezon City.

Mr. Nusret Namuk UZGören (Turkish), Director-General, Popular Credit Bank S.A.T., Ankara; Member of the Turkish Association for Co-operation since 1933; Chairman of the Association since 1944.

Mr. Carlos VALDERRAMA ORDÓÑEZ (Colombian), former Superintendent of Co-operatives; Secretary-General, Ministry of the Interior, Bogotá.

Third Supplementary Note

Committee of Experts on the Application of Conventions and Recommendations

1. The Governing Body was informed at its 121st Session (Geneva, March 1953) of the resignation of the Hon. Charles E. WYZANSKI, Jr. (United States) as a member of this Committee. As a result of an appeal addressed to Mr. Wyzanski by the members of the Committee of Experts on the Application of Conventions and Recommendations and by the Chairman of the Governing Body, Mr. Wyzanski has withdrawn his resignation from this Committee.

2. The Governing Body is invited to note this information.
APPENDIX XIV

Fourteenth Item on the Agenda: Report of the Director-General

I. Obituary

The Director-General regrets to inform the Governing Body of the death on 21 January 1953, at the age of 79, of Mr. Theis Salvesen, who was for a long time connected with the maritime work of the Organisation and is chiefly remembered for his contribution to seamen’s welfare questions.

Mr. Salvesen took part in the Second (Maritime) Session of the International Labour Conference at Genoa in 1920 as adviser to the Norwegian Shipowners’ delegate, and attended the early sessions of the Joint Maritime Commission in the capacity of adviser and substitute member at various times. His seafaring background and keen interest in the promotion of seamen’s welfare made him a moving spirit in the discussions which led to the adoption, by the 21st Session of the Conference in 1936, of the Recommendation (No. 48) on the subject, which is generally acknowledged to have exercised a remarkable influence over the development of welfare institutions and services in recent years.

II. Progress of International Labour Legislation

Ratifications Registered.

The Director-General of the International Labour Office registered, on the dates indicated below, the ratification of the following international labour Conventions:

Ratifications by France, registered on 10 March 1953:
- Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96);
- Equal Remuneration Convention, 1951 (No. 100).

Ratification by Belgium, registered on 16 March 1953:
- Employment Service Convention, 1948 (No. 88).

Ratification by Yugoslavia, registered on 26 March 1953:
- Holidays with Pay Convention, 1936 (No. 52).

Ratifications by Israel, registered on 30 March 1953:
- Paid Vacations (Seafarers) (Revised) Convention, 1949 (No. 91);
- Labour Clauses (Public Contracts) Convention, 1949 (No. 94);
- Migration for Employment Convention (Revised), 1949 (No. 97).

Ratification by the United States, registered on 9 April 1953:
- Certification of Able Seamen Convention, 1946 (No. 74).

The total number of ratifications is now 1,357.

Entry into Force of Conventions.

The Equal Remuneration Convention, 1951 (No. 100), will come into force on 23 May 1953, in accordance with its Article 6, paragraph 2; up to now the following four countries have ratified the Convention: Belgium, France, Mexico and Yugoslavia.

The Right of Association (Non-Metropolitan Territories) Convention, 1947 (No. 84), will enter into force on 1 July 1953, in accordance with its Article 13, paragraph 2; up to now the following two countries have communicated their ratification of this Convention: New Zealand and the United Kingdom.

The Minimum Wage-Fixing Machinery (Agriculture) Convention, 1951 (No. 99), will enter into force on 23 August 1953, in accordance with its Article 7, paragraph 2; up to now this Convention has been ratified by Mexico and New Zealand.

III. Publications

The publications issued by the Office since the last session of the Governing Body have been mainly conference reports. In the hope of arousing the interest of a wider public, the Report of the Director-General has this year been published under the title World Labour Report 1953 and embellished with a few photographs mostly chosen to illustrate the operational activities of the Organisation; the special theme of the report is "Productivity and Welfare", and in accordance with a decision taken by the Governing Body at its last session, the conclusions of the Meeting of Experts on Productivity in Manufacturing Industries are reproduced in a supplement to the Report. Among the other documents issued for the 36th Session of the Conference are the reports on Financial and Budgetary Questions, Holidays with Pay, Protection of the Health of Workers in Places of Employment, Minimum Age of Admission to Work Underground in Coal Mines, the Organisation and Working of National Labour Departments, and the usual four reports on the application of Conventions and Recommendations. In addition, the three preliminary reports required for the 37th Session of the Conference are well advanced, and two of them —those on Penal Sanctions for Breaches of Contract of Employment and Vocational Rehabilitation of the Disabled—will have been despatched to governments by the beginning of June; the third, dealing with Migrant Workers (Underdeveloped Countries), will be issued in July.


In the Studies and Reports series, the first volume of Safety in Coal Mines has been published in English and French. This volume includes statistical information showing the incidence and causes of underground accidents, a description of the inspection services of some of the principal coal-producing countries and a detailed account of safety activities in general in connection with the coal-mining industry in these same countries. The second volume, which will not be ready for some time, will contain an analysis of the most important safety provisions of the mining laws and regulations of the countries concerned.

IV. Implementation of Certain Recommendations made by the Meeting of Experts on the Prevention and Suppression of Dust in Mining, Tunnelling and Quarrying (Geneva, 1-17 December 1952)

At its 121st Session, the Governing Body examined the report of the above-mentioned meeting of experts. It also agreed that the Director-General should submit to the next session of the Financial and Administrative Committee a document setting forth the financial
implications of the proposals referred to in paragraphs 4 and 6 of the paper submitted to it.1

The Director-General has since carefully considered the various means by which effect could be given to the recommendations made by the experts, and has come to the conclusion that it would be possible to implement some of these recommendations within the existing budgetary limits. In these circumstances reference of the matter to the Financial and Administrative Committee is no longer necessary.

Paragraph 6 of the above-mentioned paper suggests that the record of proceedings of the meeting of experts and of the technical papers presented should be placed at the disposal of the governments and industries of the countries concerned. The Director-General proposes to issue these proceedings and papers in ronéoed order to make them available at the earliest possible date.

The proposals referred to in paragraph 4 of the above-mentioned paper are twofold. They suggest the collection and distribution by the Office of information of an administrative, technical or scientific character on matters concerning the prevention and suppression of dust in mining, tunnelling and quarrying, and the publication of brief abstracts of the documentation received. This suggestion could be carried out by adding a few pages to each issue of the quarterly journal Occupational Safety and Health, in which a limited number of abstracts referring to the same subject have regularly been published in the past. The suggested expansion could be covered by the existing credit for this periodical.

The proposals mentioned in paragraph 4 of the paper also call for the compilation and publication by the Office, on the basis of information and reports communicated to it by the various bodies concerned, of a general annual report in which stress would be laid on matters in which outstanding progress has been made and on the most urgent tasks still to be accomplished. The experts also proposed that a small committee of experts should be convened each year to assist the Office in the preparation of the general report mentioned above. The Director-General considers that this general report could be published as a main article in Occupational Safety and Health. It is, however, doubtful whether the volume and complexity of the documentation received would justify the regular convening of annual meetings of experts; the necessary consultations could probably be undertaken by correspondence. The Director-General does not therefore consider that there are at present sufficient reasons to justify special expenditure for this purpose. If such meetings prove indispensable in the light of future experience, he would then submit specific proposals to the Governing Body.

The Governing Body is invited to note that the proposals referred to in paragraphs 4 and 6 of the paper will be implemented as rapidly and as fully as possible (with the exception, for the time being, of the proposal relating to the convening each year of a small committee of experts), and that the gradual implementation of these proposals will not involve any budgetary or financial implication.

V(a). Date and Place of the Asian Maritime Conference

At its 120th Session (Geneva, November 1952) the Governing Body fixed as follows the agenda of the fifth session of the Asian Advisory Committee:

I. Living and working conditions of seamen, share-croppers and similar categories of agricultural workers in Asia.

II. Seasonal fluctuations in agricultural and allied employment in Asia.

III. Handicrafts and small-scale industries and their importance for combating underemployment in Asia.

IV. Fair wages in the construction industry in Asia.

It is suggested that the Committee should meet at Nuwara Eliya, before the Asian Maritime Conference. Though precise estimates cannot be made without knowing which members will attend the meeting, it is probable that that arrangement would effect an economy of over 3,000 dollars as compared with holding the meeting at Tokyo before or after the Asian Regional Conference and of over 2,000 dollars as compared with holding the meeting in Geneva. It is proposed above that the Asian Maritime Conference should meet from Monday 5 to Thursday 15 October. The Governing Body is therefore invited to decide that the Asian Advisory Committee should meet at Nuwara Eliya on Friday 2 and Saturday 3 October 1953.

VII. Communications to the Governing Body

Letter from the International Federation of Christian Factory and Transport Workers.

The Director-General has received the following letter and resolution from the International Federation of Christian Factory and Transport Workers 1:

(Translation)

The Hague, 27 March 1953.

Sir,

I have the honour to send you herewith two copies of a resolution adopted by the International Seamen’s Conference which was held in Antwerp on 9, 10 and 11 March 1953, under the presidency of Mr. Jules Roscam, and which was organized by the Merchant Marine and Fisheries Group of the International Federation of Christian Factory and Transport Workers.

When the Conference requested me to submit this resolution to the International Labour Office, it instruct

1 The text of the resolution, concerning the preparation of an international fishermen’s charter, is not reproduced here.

1 See Minutes of the 121st Session of the Governing Body, Appendix V, p. 71.
ed me to ask you to be good enough to bring the text —with which our Federation is in full agreement—to the notice of the Governing Body of the I.L.O. at its next session.

I thank you in advance for the effect which you may be good enough to give to my request.

I have the honour to be, etc.,

(Signed) N. J. Vaassen, Secretary.

Letter from the International Federation of Christian Trade Unions.

The Director-General has received the following letter and declarations 1 from the International Federation of Christian Trade Unions:

(Translation)

Utrecht, 20 April 1953.

Sir,

We have the honour to send to you herewith the text of two declarations which the Executive Board of I.F.C.T.U. adopted at its last meeting in Algiers. The first of these declarations deals with racial discrimination and the second with social and economic policy in non-metropolitan territories. We should be most grateful if you would be good enough to bring these two declarations to the attention of the Governing Body of the International Labour Office and of the Committee of Experts on Social Policy in Non-Metropolitan Territories.

I have the honour to be, etc.,

(Signed) A. Vanistendael, Secretary-General.

FIRST SUPPLEMENTARY REPORT

I.L.O. Regional Activities

1. At its 120th Session (Geneva, November 1952), the Governing Body discussed the extension of operational activities in the various regions and noted the organisational changes made by the Director-General for the purpose of carrying out the operational programme effectively, including the conversion of existing manpower field offices into general operational field offices to guide and co-ordinate field activities in the different regions.

2. The Governing Body also considered a proposal of the Chilean Government representative concerning the intensification of the regional activities of the I.L.O. Briefly, the proposal suggests greater decentralisation of effort and resources to the regional level and a clearer delegation of authority to regional units for developing and carrying out their respective programmes.

3. A resolution included in the proposal asked the Governing Body (1) to appoint an ad hoc committee to examine the question, as well as any other which might be submitted on the same question; (2) to convene the committee during the first session of the Governing Body in 1953, so that it could submit a report at that session, including the financing of whatever plan might be proposed; and (3) to instruct the Director-General to prepare the documents necessary for the committee.

4. At its 121st Session (Geneva, March 1953) the Governing Body postponed consideration of the question in accordance with the decision taken at the 120th Session, the statement made by the Chilean Government representative is therefore appended to the present paper.²

5. The Governing Body has already had occasion to review the problems of regionalism and regional organisation in relation to I.L.O. policy and programmes. Documents submitted to it have outlined in some detail the policy governing I.L.O. regional activity, the aims and purposes of such activity and the development of the work in the various regions. The documents indicated the steady growth of regional activities in Europe, the Americas, Asia, the Middle East and, more recently, in Africa. They noted the main effects on the work of the I.L.O.: (a) a shift of emphasis to a new type of practical work aimed at helping to implement internationally agreed standards; and (b) a widening of the questions with which the I.L.O. deals, resulting in greater stress on particular general questions of special concern to the Asian, American and Middle Eastern regions. These developments, in turn, had their effects on the organisation of the I.L.O.'s work in the regions and led to its machinery being adapted to enable it to carry out the work involved as efficiently as possible within the limits of its resources. At its 120th Session, the Governing Body noted the steps taken and proposed by the Director-General for improving the internal organisation of the Office for dealing with technical assistance activity which, by its nature, is work where the regional approach is paramount.

6. The concept of regional activity was derived from the increasingly active participation of non-European countries in the work of the I.L.O. and from a growing recognition of the special problems of these countries and of the special contribution which their representatives can make in the Organisation's efforts to solve these problems. The I.L.O. can claim to have initiated regional activity earlier than any other international organisation; it is 17 years since its first regional conference was held. Though the war period interrupted the development of regional activity, advantage was still taken of the practical opportunities that existed in the American region, and to that period belong the advisory missions which so greatly contributed to placing social security in the Americas on a solid foundation which could support national plans for economic development. The regional activity which has developed in the manner described below.

7. Regional activities have taken five main forms:

1. General conferences of regional composition;
2. Regional technical meetings on special questions;
3. Technical advisory missions within countries of each of the regions;
4. Co-operation with other organisations active in the region; and
5. The establishment of field offices.

Regional Conferences

8. The first American regional conference was held at Santiago, Chile, in 1936. It was followed by a second conference, held just after the outbreak of war, at Havana, Cuba, in 1939. The series was resumed at

¹ These declarations are not reproduced here.
² See Minutes of the 120th Session of the Governing Body, Sixth Sitting, p. 44, and Appendix XV, Third Supplementary Report of the Director-General, p. 112.
³ For the text of this statement see Minutes of the 120th Session of the Governing Body, Sixth Sitting, pp. 44-47.

123
the earliest possible moment with the Conference held at Mexico City in 1946; and there have since been the Technical Conference at Lisbon, in 1949 and at Petropolis, Brazil, in 1952.

9. The Asian Regional Conferences began later but have equalled an equally regular part of the I.L.O.'s activities. The first conference was held at New Delhi in 1947 and was followed by the Nuwara Eliya, Ceylon, Conference in 1950. The next Asian Conference will be held in Japan in September 1953.

10. Both the American and the Asian Regional Conferences have adopted a large number of resolutions, all of which have in turn received careful consideration by the Governing Body, dealing with most of the major subjects that have occupied the Organisation as a whole, and in particular, in the two regions. Both American and Asian Conferences have dealt with questions of social insurance, vocational training, wage policy, labour inspection, and handicrafts and co-operation. The American Conferences have also discussed industrial relations, freedom of association, equal pay for equal work, agricultural questions, man power, migrant workers, professional workers and many other matters. The Asian Conferences have discussed economic policy, employment, the protection of women, the protection of children and young workers, rural labour, plantation labour, housing and other questions. The activities of the Asian Conferences are moreover largely influenced by the existence of the Asian Advisory Committee, a tripartite body set up to advise the Governing Body on Asian problems and on Asian aspects of general problems.

11. In some cases the regional conferences were the first to draw attention to subjects which were later dealt with by the International Labour Conference itself; and they have also taken the first steps towards the solution of various problems of specifically regional interest, such as the protection of indigenous workers, nutrition and land reform, in both regions. In both regions, the resolutions adopted by regional conferences are not treated as if they were final results in themselves, but as points of departure for future action: thus, for example, a resolution on plantation labour led directly to the creation of the Committee on Work on Plantations. Regional conferences moreover provide guidance in the formulation of local causes of the operational activities to be undertaken in the region.

12. Though no regional conference has yet been held for the Near and Middle East, a preparatory Regional Meeting was held at Istanbul in 1947. Its conclusions related to a number of aspects of labour and social policy, including manpower and co-operative organisation, social security and the conditions of life and work of agricultural workers.

Regional Technical Meetings

13. Regional technical meetings have been held on a variety of special questions in Europe, Latin America and Asia. In many cases they have been associated with the agenda of a forthcoming regional conference. Examples of this nature are the Conference on Labour Inspection in Asian Countries at Kandy in 1948, the Asian Technical Conference on Co-operation at Karachi in 1950 and the Technical Meeting on the Protection of Young Workers at Kandy in 1952. Other technical meetings have been the Asian Conference of Experts on Technical and Vocational Training at Singapore in 1949, the Technical Conference at Bangkok in 1951, a Labour Statistics Seminar at New Delhi in 1951 and a Seminar on Labour Inspection in Calcutta in 1952, and, in 1952, the joint O.A.S.-I.L.O. Seminar on Vocational Education in the United States, an employment service institute in Japan, an Asian apprenticeship study tour in Europe and the Latin American Manpower Technical Conference at Lima.

14. One subject which has received particular and repeated regional attention, especially in Latin America, is social security. Regional social security conferences were held at Santiago, Chile in 1936, at Mexico City in 1946, at Havana, Cuba and at Buenos Aires, Argentina, in 1949. An actuarial seminar was held in Haiti in 1944 and social security seminars at San José, Lima and Istanbul in 1951 and at Rio de Janeiro in 1952. The I.L.O. has also been closely associated with the Inter-American Conference on Social Security, founded at Santiago de Chile in 1942, which has since held sessions at Rio de Janeiro in 1947, Buenos Aires in 1951 and Mexico City in 1952.

Technical Advisory Missions

15. As mentioned above, technical advisory missions to Latin America during the war were concerned with social security; to Venezuela in 1938, to Ecuador and Bolivia in 1940, to Mexico in 1942, to Venezuela in 1943, and to Haiti in 1944. Since the war they have multiplied, in number and in kind, in Asia, Latin America, Near and Middle East. Technical insurance missions were sent to Haiti in 1944, to Colombia in 1947, to Venezuela and Paraguay in 1951 and to Panama in 1952. As a result of the first session of the I.L.O. Committee of Experts on Indig- enous Workers, held in Bolivia in 1951, a special technical advisory mission has been sent to indu- genie workers in the Andean highlands and is now developing its conclusions concerning the further assistance required by the countries concerned.

16. Whereas, early in 1950, activity in Latin America was almost entirely confined to advisory or study missions of Office staff to Central and South-American countries, at the end of 1952, with the aid of funds available under the Expanded Programme of Technical Assistance, 85 technical advisory projects were in various stages of their tasks. About one-third of these (29) related to manpower questions, the next largest number (14) to social security, and the rest to a variety of questions, including co-operation and handicrafts, labour legislation, industrial safety and hygiene, labour inspection and labour statistics.

17. Particular attention may be drawn to the projects connected with SENAI (The National Service of Industrial Apprenticeship) in Brazil. Two agreements concluded between the I.L.O. and Brazil cover both a training programme offered by SENAI and a request for the provision of specialists and fellowships to SENAI. In the former case the resolutions adopted, as part of the contribution of the Brazilian Government to the first financial period of the Expanded Programme of Technical Assistance, 100 scholarships and training courses in different trades for instructors of Latin American countries, 100 correspondence courses for industrial instructors, and the services of these members of its technical staff for lectures and technical discussions on the problems of training in Latin America. In return, the Brazilian Government is receiving technical assistance from the I.L.O. in order to increase the aptitudes of the technical and admini- nistrative staff of SENAI and expand its services to other industries and regions. The Office is providing 14 technicians to serve as SENAI school instructors, and is granting 13 scholar- ships for study abroad of administrative personnel, technicians, teachers and instructors from SENAI. In addition, the I.L.O. is placing at the disposal of SENAI sample syllabuses and work books used in industrial schools in other countries, related to the teaching of specialised fields, visual aids and samples of complete correspondence courses in several specialised fields.

18. In Asia towards the end of 1952 there were 97 projects in various stages of progress. Some 36 of these were in the manpower field (25 on vocational training), 18 related to co-operation and handicrafts, six to social security, six to labour statistics and others with such questions as conditions of work, labour legislation and its enforcement, and industrial safety and hygiene.
10. Exploratory or advisory missions have been carried out in a great many countries of the Near and Middle East region and in many other regions, as the Expanded Programme of Technical Assistance gained momentum. Missions to Iran have studied manpower problems, labour inspection, co-operation, social security, the protection of women and children, and social conditions in the petroleum industry. An exploratory mission covered the fields of industrial relations, social security, conditions of work and employment organisation and has been followed by technical assistance missions for labour statistics, employment service, vocational training, migration and social security. Missions to Turkey have dealt with labour legislation, employment service and social security. Missions to Egypt have been concerned with industrial health, social security and manpower. Israel has received technical assistance in a variety of fields, including supervisory training, employment organisation and productivity. At present there are some 50 projects in various stages of progress under this Expanded Programme of Technical Assistance. More than half of these are in the manpower field and another very large proportion relates to co-operation and handicrafts. Other projects deal with social security, labour statistics and conditions of work.

Co-operation with Other Organisations

20. The I.L.O. has steadily developed its relations with other international bodies engaged in regional activities. Co-operation has become more extensive with the regional economic commissions of the United Nations—with the Economic Commission for Latin America on migration and economic development, the Economic Commission for Asia and the Far East on trained manpower needs and resources and on various projects, such as transport maintenance and repair, and with the Economic Commission for Europe on a wide range of matters. Similar co-operation has taken place, where appropriate, with the regional activities of other specialised agencies. In regard to the regional programme in the Near and Middle East, an agreement has been concluded with the Organisation of American States and another with the Council of Europe. In other appropriate cases as, for example, with the Organisation for European Economic Co-operation, the Brussels Treaty Organisation and the Caribbean Commission, working arrangements have been effected in such a manner as to secure practical co-ordination.

Establishment of Field Offices

21. Manpower field offices were set up in recent years, on a regional basis, to assist Asian, Latin American and Near and Middle Eastern countries to utilise their manpower resources and to develop the necessary administrative measures and services. As the Governing Body was informed at its last session, there are now more than 40 field offices established in Brazil in May 1950 first carried out a series of technical exploratory and informational missions, primarily in order to establish a firm basis for the expansion of I.L.O. advisory services on manpower problems in the region; secondly, it assisted in developing technical assistance projects at the request of individual countries; and thirdly, it helped to provide the required manpower and have increased appreciably as for successful implementation of the operational programme in the region. In order to carry out the programme for 1953 and onwards, the Field Office has been strengthened, both in numbers and in the technical quality of the staff. Special efforts have been made to develop the staff in such a way as to bring to the attention of experts in other regions whose experience can be helpful in solving the problems confronting American countries and whose general qualifications fit them for useful service in the American region. At the same time an effort has been made to include in the staff officials who are nationals of the American countries and who have technical skills which can be adapted to the development of the I.L.O.'s programme in the region.

22. An Asian Field Office on Technical Training was set up in 1950. Its functions were later enlarged to include related manpower questions and it has now been transformed into a field office covering the wider operational programme of the I.L.O. in the region. A co-operative field mission has been set up in Lahore to plan and develop co-operative programmes in Asian countries and to assist in their implementation and in the training of key personnel.

23. The Near and Middle East Field Office was set up in 1952 to help develop and implement I.L.O. programmes in the region, first in respect of manpower and now more generally in respect of all operational activities in the region. Its primary tasks to date have been to seek to clarify the needs for I.L.O. assistance and to help in defining the bases on which such assistance might be most effectively provided.

Administrative Developments

24. With the growth of regional activity, the staff of the Office has been modified accordingly. In 1938 there were four Latin American nationals, less than 2 per cent. of the total professional and executive staff; in 1950, there were 33, or nearly 12 per cent. of the total; and in 1953, 43, more than 13 per cent. of the professional and executive staff. The percentage of the total professional and executive staff who are nationals of Asian countries has increased from 3.4 per cent. in 1939 to 7.4 per cent. in 1952. At the same time the network of national correspondents has been steadily extended; in 1939 there were correspondents in six Latin American countries; at present, there are correspondents in 14 Latin American countries. In 1950 there were branch offices in India and China and a correspondent in Japan; today there is a branch office in India and correspondents in five countries of the region (Australia, Indonesia, Japan, Pakistan and the Philippines).

25. The I.L.O.'s research and information work has also, in the last ten years, given far greater attention to questions of special regional interest. Before the war the only documents published in Spanish were those connected with American regional conferences; today almost all the publications of the Office, periodical and non-periodical, are issued in Spanish. Intensified regional activity in Asia is reflected in such publications as the volume on Asian Labour Laws. It has not been feasible, largely for financial reasons, to undertake publications in the vernacular languages of the region, but the possibilities of doing so economically and usefully are being examined.

Activities in 1953

26. The 1953 programme of activity of the I.L.O. in the American region reflects the priorities established and the increasing efforts to deal, by the most appropriate means, with the immediate problems of the region. A fairly heavy programme of work is planned on social security questions, much of it in co-operation with the Inter-American Conference on Social Security. It includes elaboration of an agreement on social security for workers migrating from one country to another, a seminar on social security for the Caribbean area, arrangements for training of key social security staff through exchanges among American countries, standards for social security statistics and a seminar for social insurance actuaries. The programme of work planned in the manpower field will continue along the same general lines as during the last year and will, in addition, be directed towards carrying out the recommendations of the Inter-American Manpower Conference. The field project on indigenous workers in the Andean highlands will move into the action phase this year. A study on minimum wages in Latin America is to be published in 1953—the first
of a series of studies on minimum wage regulation in the different regions. The Committee on Work on the Conventions met at Havana in March 1953, in order to bring the Committee closer to the problems of Latin America. The 1953 technical assistance programme includes a variety of projects to give effect to requests received from Latin American governments in many different fields of work.

27. The 1953 programme for the Asian region shows intensified activity in co-operation, handicraft industries, technical training and related manpower questions, and conditions in agriculture. The operational programme will account, where possible, in relation to the terms of reference of requests received and approved, of the desires expressed for projects demonstrating practical techniques. The Asian Regional Conference to be held in Japan in September will deal with problems of wage policy, housing, and measures for the protection of young workers, including vocational guidance and training, and is expected to lay the foundations for further action in these fields and also to provide an opportunity of reviewing the regional programme as a whole, including the operational activities, which now form an important part of it.

Conclusions

28. The increase in regional activities is the outcome of a growing awareness of the regions' needs and of their legitimate claims on the Organisation. The particular forms which these activities have taken and are taking result from the proposals and suggestions made by representatives of the regions, at the International Labour Conference, at regional conferences or in the Governing Body itself. The Governing Body has kept these activities under continuous review, not only by means of the reports which it regularly receives from its Technical Assistance and Manpower Committee, but also through general surveys as have recently been submitted to its International Organisations Committee. The International Labour Conference is also fully informed of regional activities and in 1954 will have before it a special report on technical assistance. As the operational and other activities have developed, the machinery has been adapted and improved and that process still continues.

29. The Director-General has, since the last session of the Governing Body, further discussed the question with the Chilean Government representative. They have reached the conclusion that, taking into account the budgetary resources at present available and the decision of some governments not to support any increase in the budget of the I.L.O., it would be impracticable to give active consideration at present to suggestions for the decentralisation of I.L.O. activities. The Director-General proposes, however, to keep the matter under review and to examine the possibility of better co-ordination of existing regional activities and regional centres. He will also consider what degree of decentralisation could be contemplated with its technical assistance and manpower Committees, but also through such general surveys as have recently been submitted to its International Organisations Committee. The International Labour Conference is also fully informed of regional activities and in 1954 will have before it a special report on technical assistance. As the operational and other activities have developed, the machinery has been adapted and improved and that process still continues.

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SECOND SUPPLEMENTARY REPORT

Interpretation of the Decisions of the International Labour Conference

1. At the 114th Session of the Governing Body (Geneva, March 1953), in reply to a request made by members of the Governing Body, for information, the texts of letters and memoranda in which he had replied to requests for information made to him by several governments concerning the interpretation of international labour Conventions. Since that date the Director-General has replied to a number of similar requests from governments, with the usual reservation that the Constitution does not give him any special authority to interpret Conventions adopted by the International Labour Conference. The texts of these replies, which are appended, are submitted to members of the Governing Body for information.

2. The Governing Body will note that the Director-General has considered that it would be inappropriate to express an opinion on the interpretation of the Freedom of Association and the Right to Organise Conventions, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), owing to the existence of a special procedure laid down by the Governing Body for dealing with complaints concerning alleged infringements of freedom of association.

THIRD SUPPLEMENTARY REPORT

Meeting of Experts on Systems of Payment

1. At its 120th Session (Geneva, November 1952) the Governing Body decided to convene a Meeting of Experts on Systems of Payment by Results in the Construction Industry in Geneva from 21 to 31 July 1953, and agreed that the Director-General should submit to it the names of the experts who might be invited to attend the Meeting.

List of Experts

2. It is proposed to invite the following experts:

Mr. D. G. R. Bonnell, Deputy Chief Scientific Officer at the Building Research Station of the Department of Scientific and Industrial Research, London.

Mr. N. A. Christensen, Department of Building Research of the Royal Norwegian Council for Scientific and Industrial Research, Oslo.

Mr. Anders Ahlen, Director, Swedish Association of Building Contractors, Stockholm.

Mr. Rudolf Becker, Director of Dyckerhoff and Widmann, Cologne.

Mr. C. P. Jensen, Secretary, Confederation of Danish Trade Unions, Copenhagen.

Mr. G. Klein, President, General Netherlands Building Workers' Union, Amsterdam.

3. Mr. Jensen would be accompanied by an adviser-interpreter and Mr. Klein by an interpreter.

1 These replies, which are not reproduced here, relate to the following conventions:

- Hours of Work (Industry) Convention, 1919 (No. 1) (Request by the Luxembourg Government).
- Night Work (Women) Convention, 1919 (No. 4) and Night Work of Young Persons (Industry) Convention, 1919 (No. 6) (Request by the Italian Government).
- Workmen's Compensation (Accidents) Convention, 1925 (No. 17) (Request by the Danish Government).
- Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19) (Request by the Finnish Government).
- Night Work (Bakers) Convention, 1925 (No. 20) (Request by the Israeli Government).
- Sickness Insurance (Industry) Convention, 1927 (No. 24) and Sickness Insurance (Agriculture) Convention, 1927 (No. 25) (Request by the Danish Government).
- Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35) and Survivors' Insurance (Industry, etc.) Convention, 1933 (No. 36) (Request by the Yugoslav Government).
- Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35), Old-Age Insurance (Agriculture) Convention, 1933 (No. 36), Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37) and Invalidity Insurance (Agriculture) Convention, 1933 (No. 38) (Request by the Danish Government).
- Unemployment Provision Convention, 1934 (No. 44) (Request by the Australian Government).
- Night Work (Women) Convention (Revised), 1948 (No. 85) and Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90) (Request by the Italian Government).

4. The Governing Body is invited to approve the issue of invitations to these experts.

Requests for Representation from Non-Governmental International Organisations.

5. The International Federation of Building and Public Works, Paris, and the International Federation of Building and Woodworkers, Copenhagen, have asked to be allowed to be represented at the Meeting. In this connection the Governing Body may be reminded that the question of the attendance of observers at I.L.O. meetings is dealt with in paragraphs 22-24 of the report of the Committee on Standing Orders and the Application of Conventions and Recommendations, which is the ninth item on the agenda of the present session. The Committee considers that it would be preferable to limit attendance at meetings of experts to experts invited by the Governing Body; but it adds that it is understood that in special cases the matter could be raised in the Governing Body.

6. The Governing Body is requested to take a decision regarding the representation of these organisations at the Meeting.

SUPPLEMENTARY NOTE

1. The Governing Body will recall that at its present session it has already decided not to grant requests made by the International Federation of Building and Public Works and the International Federation of Building and Woodworkers to be represented at this Meeting. The Director-General has since received a request from the International Confederation of Christian Trade Unions to send an observer to the Meeting.

2. The Governing Body is invited to take a decision upon this request.

FOURTH SUPPLEMENTARY REPORT

Survey of Migration Activities

1. At its 117th Session (Geneva, November 1951) the Governing Body reached a number of decisions to give effect to the resolutions of the Migration Conference held in Naples from 8 to 16 October 1951.8

2. The Governing Body decided, inter alia—

(a) to call the attention of the governments represented at the Migration Conference to the desirability of taking whatever steps may be necessary and appropriate to secure the establishment of the Council proposed in the resolution on European migration adopted by the Migration Conference and to make available to the Council such services and facilities as the Council may request;

(b) to authorise the Director-General to take appropriate action to implement the four resolutions adopted by the Conference dealing with basic principles and criteria for the medical examination of migrants and the medical criteria for the selection of migrants to carry out various forms of work;

(c) to authorise the Director-General to convene at an early date, in consultation with the Governments of Argentina, France, the Federal Republic of Germany, Italy, the Netherlands, Norway, the United Kingdom and the United States, a committee of experts to consider the need for the determination of international standards relating to the accommodation and welfare of migrants on board ship and, if necessary, the appropriate means of establishing such standards;

(d) to authorise the Director-General to consult the International Civil Aviation Organisation and other appropriate international bodies on the best means of ensuring the safety and welfare of migrants transported by air;

(e) to request the Director-General to give full consideration to the possibility of expanding the activities of the I.L.O. as to the provision of information and material required for operations, including the periodic supply of information on living and working conditions in immigration countries and its distribution to migration agencies and officials and to migrants, and the collection, analysis and dissemination of information on current developments in the field of migration, as well as the provision of information on the manpower situation and cost of living in various countries and on uniform classification of jobs and occupations;

(f) to reaffirm the need for the I.L.O. to continue to assist governments in the solution of immediate practical problems confronting them in the manpower field, and in particular to render, at the request of governments, technical assistance relating to the different stages of the migration process;

(g) to reaffirm its desire that effective working relationships be maintained and developed as appropriate with all intergovernmental organisations having responsibilities and interests in the migration field, so as to establish a co-ordinated programme of work and thus ensure the most efficient use of international resources.

3. It will be remembered further that the Latin American Manpower Technical Conference (Lima, 1-13 December 1952)1 also stressed the importance of activities of a technical character relating to the organisation of selection, reception and placement services and to land settlement projects in the promotion of migration.

4. The Governing Body has been kept regularly informed—by means of the Director-General's progress reports in the manpower field—of the Office's work with regard to migration. Nevertheless, the Director-General has deemed it desirable to provide the members of the Governing Body with a comprehensive survey of the action taken, more particularly in order to give effect to the decisions mentioned in paragraph 2 above.

I. Consultative Council on European Migration

5. When transmitting the reports of the Migration Conference to governments, the Director-General called their attention, by letter of 31 January 1952, to the resolution recommending the establishment of a consultative council on European migration, and asked them to inform him of their opinion on this matter. Only the Governments of the following countries have replied: Australia, Canada, Denmark, France, the Federal Republic of Germany, Ireland, Italy, the Netherlands, Switzerland and the Union of South Africa. Most of the replies received (those of Australia, Canada, the Federal Republic of Germany, Italy, the Netherlands and Switzerland) expressed doubts concerning the advisability and utility of a consultative council which, in the light of developments immediately after the Naples Conference, might in their opinion have involved duplication with other international agencies and in particular with the Provisional Intergovernmental Committee for the Movement of Migrants from Europe. Other Governments, however (Denmark and France) stated that the consultative council suggested by the Naples Conference should be established and should be convened by the Governing Body of the I.L.O. Having regard to the nature of the replies

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1 See Minutes of the 122nd Session of the Governing Body, Ninth Sitting, pp. 67-75, and Appendix XIII, pp. 199-110.
2 See Appendix IX, p. 93.
received, and pending the receipt of any other replies, it has seemed to the Director-General that no immediate steps were called for.

II. Preparation of International Standards

A. Medical Examination and Medical Selection of Migrants.

The basic principles and criteria for the medical examination of migrants were agreed by the Naples Conference and contained in an annex to one of the resolutions which it adopted, were communicated jointly by the I.L.O. and the World Health Organisation to the States Members of the two organisations, so that these principles and criteria might serve as a guide for the medical selection of migrants. These basic principles and criteria have already been taken over by the Intergovernmental Committee for European Migration, with changes of detail, in the migration operations for which it assumes responsibility.

In pursuance of the two other resolutions of the Conference, a draft report regarding detailed criteria for the medical selection of migrants who are to carry out ordinary work, heavy work, or work requiring special physical ability has been prepared by the I.L.O. in collaboration with W.H.O. and I.C.E.M. This draft is now being prepared in final form for communication to governments so that it may serve as the basis of a first discussion at a meeting of experts for the determination of international standards on the lines of the recommendations made by the Conference. As regards the Conference’s resolution on certain technical problems relating to basic principles and criteria for the medical examination of migrants, the Director-General of W.H.O. has agreed to include these questions in the agenda of the appropriate expert committee of that Organisation, with the object of subsequent consultation with governments on any recommendations which these committees may adopt. It may be noted that the proposals concerning migrants affected by trachoma have already been submitted to the W.H.O. expert committee concerned.

B. Accommodation and Welfare of Migrants on Board Ship.

The meeting of the committee of experts suggested by the Conference was held in Geneva from 22 to 25 September 1952. The Committee consisted of experts from France, the Federal Republic of Germany, Italy, the Netherlands, Norway, the United Kingdom and the United States, together with representatives of the United Nations, W.H.O., I.C.E.M. and the two groups of the Joint Maritime Commission. The Director-General had before it a document prepared by the I.L.O. setting out the legislation in the six countries mainly concerned, and the preliminary draft of an international instrument on the subject. It recommended the Governing Body (a) to authorise the preparation of a revised text of the preliminary draft taking into account the various suggestions made during the meeting; (b) to communicate this text to the governments and to invite their views on the desirability of the adoption of international standards in this field and, should they consider such standards desirable, on the form that the international standards should take in and on the question whether the draft text might be regarded as an adequate basis for discussion.

C. Safety and Welfare of Migrants Transferred by Air.

With regard to the welfare and safety of migrants transported by air, the Director-General consulted the International Civil Aviation Organisation and the International Air Transport Association. These consultations confirmed the findings of the preliminary studies made by the Office, namely—that as a rule, as a result of existing regulations governing all passengers in all classes of aircraft, the transportation conditions of migrants do not at present call for any special protective measures. No further action in this field has therefore been taken.

III. Information and Technical Documentation Service

9. An information service designed to meet the needs of governments as well as intergovernmental and non-governmental organisations has been set up at the Office. The information and documentation service covers the following major fields.

A. Living and Working Conditions in Immigration Countries.

10. The Office has prepared guides on living and working conditions in certain countries of immigration; these are intended for the use of officials in migration departments and in organisations undertaking to provide migrants with information. The guide for Brazil has been completed and published. Draft guides for Argentina, Chile, Uruguay and Venezuela have been drawn up and the observations of the competent authorities in each country are awaited before release. These observations have been received the drafts will be revised and published.

B. Current Developments in Connection with Migration.

11. Migration, a technical news-summary, was published at two-monthly intervals, in French, English and Spanish, during 1952. In view of its favourable reception by the competent technical departments in immigration countries and by intergovernmental and non-governmental organisations, it was decided to improve its presentation and to publish it more frequently. Since 15 March 1953, it has appeared as a monthly supplement to Industry and Labour. Migration contains articles on technical and practical problems in the field of migration, information on national legislation and regulations, on bilateral agreements and on the activities of intergovernmental and non-governmental organisations, together with statistical returns of migration movements and reviews of books and periodicals devoted to migration. At the same time the revision of the series of national monographs on legislation and regulations in the field of immigration and admission of foreign workers to employment has been continued. These monographs are now taking final shape; summaries of those concerning Belgium, Brazil, France, Sweden, and Venezuela have already been published in Migration and summaries of the monographs dealing with the other immigration countries will continue to be published as they are completed. In view of the growing importance of immigration laws in the main European and overseas countries is being prepared and will be completed by the end of the year.

C. Uniform Classification of Trades and Occupations.

12. The studies undertaken by the I.L.O. on the classification of occupations, following discussion during the Preliminary Migration Conference (Geneva, April-May 1950), were revised, completed and incorporated in the two-volume publication entitled International Classification of Occupations for Migration and Placement. Both volumes were published in 1952 in English and French; the Spanish and Portuguese texts of the classification are at present in course of preparation.

D. Guide to the Vocational Training of Migrants.

13. A second edition of the practical guide to the vocational training of migrants, for the use of experts concerned with vocational training problems in connection with migration, appeared in April 1952. The new edition is intended for experts who participated in the vocational training seminar held in Maryland (United States) in August 1952 and is used by the Office in its technical assistance activities.

E. Statistics of Manpower Strengths and Surpluses and the Cost of Living in Relation to Purchasing Power.

14. The necessary information could not be obtained from emigration and immigration countries, as some of the countries are not in a position to determine
either the number and characteristics of potential emigrants or their foreign manpower needs. As regards the decision concerning comparisons between the cost of living and purchasing power, it has not yet been possible under present conditions to undertake any extensive or systematic studies in this field.

IV. Technical Advisory Services

15. During the eight months following the Naples Conference, the I.L.O. was enabled by means of the Special Migration Fund to continue to provide the governments of several emigration and immigration countries with a number of technical advisory services. The fund was closed on 30 June 1952, with the result that by far the greater part of the activities of the Organisation financed from the fund had to be terminated. The Migration Field Missions in the Federal Republic of Germany and in Austria were closed. The Migration Mission in Italy was, however, maintained until 31 December 1952, and was financed by the Organisation's ordinary budget. The Special Migration Mission attached to the I.L.O. Field Office in Latin America was also disbanded.

16. At present only those activities which can be financed out of the Organisation's ordinary budget or from funds under the Expanded Programme of Technical Assistance are maintained. It is barely possible by means of the ordinary budget to carry on current work, particularly the development of the information and technical documentation service. The funds allotted to the I.L.O. under the Expanded Programme of Technical Assistance do not provide an altogether effective means of financing a systematic programme of technical advisory services in the field of migration, as the programme calls for a high degree of flexibility. Technical assistance funds are limited and their use is governed by certain priorities and procedures laid down by the Technical Assistance Board; the immediate needs of emigration and immigration countries cannot always be readily met under these conditions. A request made by the Italian Government for a general expert on manpower questions could not, for instance, be met, as such a project could not be financed either by the ordinary budget of the Organisation or under the Expanded Programme of Technical Assistance.

17. Following upon the visit to Paraguay of a mission consisting of an expert from the I.L.O. and one from the Food and Agriculture Organisation under the Special Migration Programme, the Paraguayan Government sent a request to both these organisations for technical assistance to study the possibilities of immigration for technical advisory services on migration in general, and to review the emigration regulations. The I.L.O. will send two international officials to direct the work of this mission in Italy. It is hoped that this activity will be supplemented in the near future by the appointment of an expert to assist the Brazilian Mission for the Recruitment of Industrial Workers, which is now operating in Italy. It is hoped that this activity will be supplemented in the near future by the appointment of an expert to assist the Brazilian Government at home in the placing of the selected workers, estimating the immediate foreign manpower requirements in certain regions and putting into effect the long-term measures necessary to correct information about the terms of immigration. It should be added that the Brazilian Government recently submitted to the I.L.O. a request for five fellowships, to enable national officials responsible for carrying out the immigration programmes prepared by the Brazilian Government to study the methods used in other immigration countries with regard to agricultural settlement and the reception and placing of migrants.

18. An expert has been sent to Greece to assist the Government in the development of its migration services and to review the emigration regulations. The I.L.O. expert will work in co-operation with officials of I.C.E.M. and an expert from the United Nations Educational, Scientific and Cultural Organisation in the implementation of a technical assistance project prepared jointly by the three organisations concerning the teaching of Greek and the supply of information for migrants.

20. A mission, including an expert on migration questions, is shortly to proceed to Venezuela to examine the general manpower situation in that country and to make recommendations to the Government on matters of policy with regard to the development of employment services, vocational training facilities and immigration.

21. An expert has been sent to Greece to assist the Government in the development of its migration services and to review the emigration regulations. The I.L.O. expert will work in co-operation with officials of I.C.E.M. and an expert from the United Nations Educational, Scientific and Cultural Organisation in the implementation of a technical assistance project prepared jointly by the three organisations concerning the teaching of Greek and the supply of information for migrants.

22. The I.L.O. has advised the Italian Government on the establishment of a vocational training centre for Italian workers emigrating to Brazil to take up employment in the building trades; this centre has been established under an agreement between the Italian and Brazilian Governments and I.C.E.M.

23. The Italian Government also submitted a request for the services of a group of experts to assist in improving existing arrangements for the preliminary selection of migrants so as to facilitate the recruitment of Italian migrants to different countries. This request could not be met, as it could not be financed under the Technical Assistance Programme. The Intergovernmental Committee for European Migration, however, proposed that a scheme to provide technical assistance to the Italian Government in this field should be prepared and carried out by the Committee and the I.L.O. jointly. The two organisations agreed on the terms of a joint scheme of this kind, and the Italian Government concurred. Under this agreement, the Office is to assign to the Italian Government an international official who, as the principal expert, will assist the Italian authorities in the supervision of the entire programme, while I.C.E.M. will send two international officials to direct and supervise the work of Italian officials responsible for the preliminary selection operations. I.C.E.M. will also defray those travelling expenses for these Italian officials which the Italian Government is unable to assume. In view of the particular importance attached to this project, the Director-General decided that an officer of the permanent staff of the Office for this purpose.

24. I.C.E.M. expressed the wish that the two organisations should extend their co-operation to other projects. However, as an expert may be representative of the Director-General of the I.L.O. at the fifth session of I.C.E.M., the resources of the Organisation are not sufficient to provide such co-operation to any substantial extent.

25. The Governing Body has been previously informed of the work of the Intergovernmental Committeee for European Migration. It should be added that the fifth session of I.C.E.M. was held in Geneva from 16 to 24 April 1953. In the course of the discussion on the report of the Director of I.C.E.M. regarding its
past work and the prospects for 1953, representatives of
the Governments of Argentina, Brazil, Chile and
Venezuela. The Committee, in view of the complex
and often foreseen when the Committee was
created. A number of delegates thought that the
Committee's tasks should not be restricted to the
transportation problems initially envisaged as its
principal concern.

26. At the same session, the Director submitted a
draft constitution to the Committee. This was referred
to a Drafting Committee for the preparation of a text
to take account both of the Brussels resolution setting
up the Committee and of the activities of the latter as
they had developed since its inception. The revised
draft constitution has now been submitted to the
States Members, the governments taking part in the
Committee's work as observers and the international organisations concerned.

27. By letter dated 12 May 1953 the Director of
I.C.E.M. transmitted the draft constitution to the
Director-General of the I.L.O. requesting him to submit
his comments at least two months before the next
session of the Committee (October 1953).

28. The draft constitution of I.C.E.M. appears as
an annex to the present report. The Director-General
proposes to transmit to the Director of I.C.E.M. any
comments that members of the Governing Body may
wish to make on the document and, in particular, on
the preamble and on articles 1, 27 and 31, which
directly concern the work of the Office. The Governing
Body is therefore invited to take note of this draft constitu-
tion and to make such observations on it as it may desire.

V. Working Relations with Other Organisations

29. In conformity with the Governing Body's
decision, the I.L.O. has maintained and developed its
working relations with other intergovernmental agencies
having responsibilities in the migration field. Specific
examples of this co-operation have been given above.
Other examples are: collaboration with the United
Nations to draft a manual on international measures
for the protection of migrants and on the requisite
conditions to put such measures into effect ; research,
in collaboration with U.N.E.S.C.O., into the assimilation
and integration of migrants and their instruction in
languages; and collaboration with the Organisation for
European Economic Co-operation, the Council of Europe,
the Economic Commission for Europe, the High
Authority of the European Coal and Steel Community,
and the United Nations High Commissioner for Refugees.

30. The International Labour Office has provided
the chairman and secretariat for the Technical Working
Group on Migration of the Administrative Committee
on Co-ordination of the United Nations and Specialised
Agencies, which has held five sessions to date; these
were attended also by observers from I.C.E.M., O.E.C.,
the Council of Europe and by the Organisation of
American States. At its fifth session the Working
Group decided to stress, in its report to A.C.C., the
need for closer co-ordination of the migration activities
of organisations belonging to the United Nations and
of external organisations. Such co-ordination should
be initiated when the projects and programmes were
first evolved, and should be maintained at all levels, at
the headquarters of organisations, in each region, and
in the field.

31. The Working Group also studied the report of
the Inter-Agency Regional Co-ordination Committee
on Migration in Latin America and stated that it
attached great importance to the latter's work. The
Regional Committee, whose secretariat is provided by
the I.L.O. Field Office in Latin America, held its fourth
session in April 1953 at Petropolis (Brazil).

ANNEX

Intergovernmental Committee for European Migration

DRAFT CONSTITUTION

(Text revised by the Committee)

PREAMBLE

The Governments Members of the Intergovernmental
Committee for European Migration,

Reaffirming

the principles embodied in the resolution adopted on
12 December 1952 by the Migration Conference in Brussels
and attached as Annex I;

Recognising

that the furnishing of special migration services is
often needed in order to increase the volume of European
emigration and to ensure the smooth accomplishment
of migratory movements and, in particular, the settlement
of the migrants under the most favourable conditions
for their quick integration into the economic and social
life of their countries of adoption;

that international financing of European emigration
would not only contribute to solving the problem of
population in Europe, but may also stimulate the creation
of new economic opportunities in countries lacking
manpower;

that the movement of migrants should as far as
possible be reflected by the normal shipping and air
transport services and that there has been evidence of
a need for additional transport facilities from time to
time;

that there is need to promote the co-operation of
governments and international organisations with a
view to the emigration of persons who desire to emigrate
to overseas countries where they may achieve self-
dependence through useful employment and live with
their families in dignity and self-respect, doing their part
to contribute to peace and order in the world;

Do hereby establish

the Intergovernmental Committee for European Migration
(hereinafter called the Committee) as a non-perma-

nent organisation and

Accept this constitution.

CHAPTER I—PURPOSE AND FUNCTIONS

Article 1

1. The purpose and functions of the Committee shall be—

(a) to make arrangements for the transport of mi-
grants, for whom existing facilities are inadequate and
who could not otherwise be moved, from
European countries having surplus population
to countries overseas which offer opportunities for
orderly immigration;

(b) to promote the increase of the volume of migration
from Europe by providing, at the request of and
in agreement with the governments concerned,
services in the processing, reception and first
placement of migrants which other international
organisations are not in a position to supply, and
such other assistance to this purpose and in the
settlement of migrants as falls within the capacity
of the Committee.

1 This Annex is not reproduced here.
2. In carrying out its functions, the Committee shall conform to the policies of the emigration and immigration countries concerned.

3. The Committee shall be concerned with refugees or whose migration arrangements may be made between the Committee and the governments of the countries concerned, including those undertaking to receive them.

CHAPTER II—MEMBERSHIP

Article 2

The Members of the Committee shall be—

(a) the governments being Members of the Inter-governmental Committee for European Migration as specified in Annex II 1 of this Constitution which have accepted this Constitution according to article 33, or to which the terms of article 34 apply;

(b) other governments with a demonstrated interest in the Council, which undertake to make a financial contribution at least to the administrative requirements of the Committee, the amount of which will be agreed to by the Council and by the government concerned, subject to a two-thirds majority vote of the Council and upon acceptance of this Constitution.

Article 3

Any Member may give notice of withdrawal from the Committee effective at the end of a financial year. Such notice must be in writing and must reach the Director of the Committee at least four months before the end of the financial year. The financial obligations to the Committee of a Member which has given notice of withdrawal shall include the entire financial year in which the notice is given.

Article 4

Any Member may be disqualified from membership by a two-thirds majority vote of the Council, if it fails to meet its financial obligations to the Committee for two consecutive financial years or if it persistently violates the principles contained in this Constitution.

CHAPTER III—Organs

Article 5

There are established as the organs of the Committee—

(a) the Council;

(b) the Executive Committee;

(c) the Administration.

CHAPTER IV—COUNCIL

Article 6

The functions of the Council, in addition to those mentioned in other provisions of this Constitution, shall be—

(a) to determine the policies of the Committee;

(b) to review the reports and to approve and direct the activities of the Executive Committee;

(c) to review the reports and to approve and direct the activities of the Director;

(d) to review and approve the budget, the plan of expenditure and the accounts of the Committee;

(e) to take any other appropriate action to further the purpose of the Committee.

Article 7

1. The Council shall be composed of representatives of the Member Governments.

2. Each Member Government shall have one representative and such alternates and advisers as it may deem necessary.

3. The Council shall elect a Chairman and other officers at the beginning of each session.

4. Each Member Government shall have one vote in the Council.

Article 8

1. The Council shall meet normally twice a year, at such times as shall be determined by it, unless a majority of the Council decides that only one session is necessary in any given year.

1 This Annex is not reproduced here.

2. The Council shall meet in special session at the request of—

(a) one-third of its members;

(b) the Executive Committee;

(c) the Director, in urgent circumstances.

Article 9

The Council may set up such Subcommittees as may be required for the proper discharge of its functions.

Article 10

The Council shall adopt its own rules of procedure.

CHAPTER V—EXECUTIVE COMMITTEE

Article 11

The functions of the Executive Committee shall be—

(a) to prepare the sessions of the Council, by studying in particular the annual reports of the Director, as well as all special reports and questions falling within the competence of the Council and having a budgetary or financial implication, and to transmit its recommendations thereon to the Council;

(b) to study any specific questions referred to it by the Council, and to make recommendations thereon to the Council;

(c) to study all financial and budgetary questions falling within the competence of the Council, and to transmit its recommendations thereon to the Council;

(d) to advise the Director on any matters which he may refer to it;

(e) to consider any matter specifically referred to it by the Council and to take such action as may be deemed necessary thereon;

(f) to make, in exceptional circumstances between sessions of the Council, any emergency decisions on matters falling within the competence of the Council, which shall be reviewed by that body at its next following session.

Article 12

1. The Executive Committee shall be composed of representatives of at least one-third, but at no time less than nine, of the Member Governments.

2. These Member Governments shall be elected by the Council for one year and shall be eligible for re-election.

3. Each member of the Executive Committee shall have one representative and such alternates and advisers as it may deem necessary.

4. The Executive Committee shall elect a Chairman and a Vice-Chairman from among its members and determine their terms of office.

5. Each member of the Executive Committee shall have one vote.

Article 13

1. The Executive Committee shall meet regularly before each session of the Council.

2. A special session may be called at the request of its Chairman, of the Director after consultation with the Chairman of the Council, or of a majority of the members of the Executive Committee.

Article 14

The Executive Committee shall adopt its own rules of procedure.

CHAPTER VI—ADMINISTRATION

Article 15

The Administration shall comprise a Director, a Deputy Director and such staff as the Council may determine.

Article 16

1. The Director and the Deputy Director shall be appointed by a two-thirds majority vote of the Council and shall serve under contracts approved by the Council, which shall be signed on behalf of the Committee by the Chairman of the Council.

2. The Director shall be responsible to the Council and the Executive Committee. He shall carry out the administrative and executive functions of the Committee.
in accordance with this Constitution and the policies and decisions of the Council and the Executive Committee and the rules and regulations established by them. He shall formulate proposals for appropriate action by the Council.

Article 17

The Director shall appoint the staff of the Administration in accordance with the Staff Regulations adopted by the Council.

Article 18

1. In the performance of their duties the Director, the Deputy Director and the staff shall not seek or receive instructions from any government or from any authority external to the Committee. They shall refrain from any action which might reflect on their position as international officials.

2. Each Member Government undertakes to respect the exclusively international character of the responsibilities of the Director, the Deputy Director and the staff and not to seek to influence them in the discharge of their responsibilities.

3. Efficiency, competence and integrity shall be the necessary considerations in the recruitment and employment of the staff which, except in special circumstances, shall be recruited among the nationals of countries whose governments are Members of the Committee.

Article 19

The Director shall be present, or be represented by the Deputy Director or another official designated by him at all sessions of the Council, the Executive Committee and any Subcommittees. He or his representative may participate in any such sessions but shall have no vote.

Article 20

At the next regular session of the Council following the end of each financial year, the Director shall make to the Council, through the Executive Committee, a report on the work of the Committee, giving a full account of its activities during that year.

CHAPTER VII—HEADQUARTERS

Article 21

1. The Committee shall have its Headquarters in Geneva. The Council may, by a two-thirds majority vote, change its location.

2. The meetings of the Council and the Executive Committee shall be held at Headquarters, unless two-thirds of the members of the Council or the Executive Committee respectively have agreed to meet elsewhere.

CHAPTER VIII—FINANCE

Article 22

The Director shall submit to the Council, through the Executive Committee, an annual budget covering the administrative and operational requirements and the anticipated resources of the Committee, such supplementary estimates as may be required and the annual or special accounting statements of the Committee.

Article 23

1. The requirements of the Committee shall be financed as to the administrative part of the budget by contributions from Member Governments, and as to the operational part of the budget by contributions in cash or services from Member Governments, other governments, organisations or individuals. Payments should be made promptly, and in full prior to the expiration of the financial year for which the contribution is required.

2. Every Member Government shall be required to contribute to the administrative expenditure of the Committee in an amount agreed to by the Council and by the Member Government concerned.

3. Contributions to the operational expenditure of the Committee shall be voluntary and any contributor to the operating fund may stipulate the terms and conditions under which its contribution may be used.

4. The Committee shall ensure that its administration is conducted in an efficient and economical manner.

Article 24

The financial regulations shall be established by the Council.

Chapter IX—Legal Status

Article 25

The Committee shall possess full juridical personality and enjoy such legal capacity as may be necessary for the exercise of its functions and the fulfilment of its purpose, and in particular the capacity, in accordance with Article 2, to: (a) acquire and dispose of immovable and movable property; (b) enter into international agreements or by mutual agreement, with governments, governmental or non-governmental, concerns with migration or refugees to be represented at the meetings of the Committee and all Subcommittees shall be taken by the Committee, all decisions of the Council, the Executive Committee and all Subcommittees shall be communicated by the Director to Members of the Committee.

Article 26

1. The Committee shall enjoy, according to agreements with the governments concerned, such privileges and immunities as may be necessary for the exercise of its functions and the fulfilment of its purpose.

2. Representatives of Member Governments, the Director, the Deputy Director and the staff of the Administration shall enjoy such privileges and immunities as are necessary for the independent exercise of their functions in connection with the Committee.

3. The conditions of application of such privilege and immunities may form the object of arrangements between the Committee and the governments concerned.

Chapter X—Relations with Other Organisations

Article 27

1. The Committee shall establish relations with international organisations, governmental and non-governmental, concerned with migration or refugees.

2. The Committee may invite any international organisation, governmental or non-governmental, concerned with migration or refugees to be represented at the meetings of the Council under conditions prescribed by the Council. No representative of such an organisation shall have the right to vote.

Chapter XI—Miscellaneous Provisions

Article 28

1. Except as otherwise expressly provided in this Constitution or rules made by the Council of the Executive Committee, all decisions of the Council, the Executive Committee and all Subcommittees shall be taken by a simple majority vote.

2. Majorities provided for in this Constitution or rules made by the Council or the Executive Committee shall refer to members present and voting.

3. No vote shall be valid unless a majority of the members of the Council, the Executive Committee or the Subcommittee concerned are present.

Article 29

1. Texts of proposed amendments to this Constitution shall be submitted to the Council, the Executive Committee and all Members Governments at least three months in advance of their consideration by the Council.

2. Amendments shall come into force when adopted by two-thirds of the members of the Council and accepted by two-thirds of the Member Governments in accordance with their respective constitutional processes, provided however, that amendments involving new obligations for Members shall come into force in respect of each Member only on acceptance by it.

Article 30

Any dispute concerning the interpretation or application of this Constitution which is not settled by negotiation or by a two-thirds majority vote of the Council shall be referred by the Member Governments concerned to the International Court of Justice in conformity with the Statute of the Court, unless the Member Governments concerned agree on another mode of settlement within a reasonable period of time.

Article 31

Subject to approval by two-thirds of the members of the Council, the Committee may take over from any other international organisation or agency the purposes and activities of which lie within the purpose of the Committee and all duties, resources and obligations as may be determined by international agreement or by mutually acceptable arrangements entered into between the competent authorities of the respective organisations.
Article 32

The Council may, by a three-quarters majority vote, decide to dissolve the Committee.

Article 33

This Constitution shall come into force for those Governments Members of the Intergovernmental Committee for European Migration which have accepted it in accordance with their respective constitutional processes when at least two-thirds of the Members, representing 75 per cent. of the contributions to the administrative part of the budget, shall have communicated to the Director their acceptance of this Constitution.

Article 34

Those Governments Members of the Intergovernmental Committee for European Migration as specified in Annex II which have not by the date of coming into force of this Constitution communicated to the Director their acceptance of this Constitution may be Members of the Committee for a period of one year from that date if they contribute to the administrative requirements of the Committee in accordance with article 23, paragraph 2, and they shall retain during that period the right to accept the Constitution.

Article 35

The English, French and Spanish texts of this Constitution shall be regarded as equally authentic.

FIFTH SUPPLEMENTARY REPORT

Composition of the Asian Maritime Conference

1. The Governing Body will recall the decisions taken, at its 119th Session on the recommendations made by the Joint Maritime Commission in regard to the convocation of an Asian Maritime Conference and its composition.

2. No decision has so far been taken in regard to the participation of non-governmental organisations, other than those possessing consultative status, which would be interested technically in the proceedings of the Conference. It is believed that the following bodies might welcome invitations to send observers—

Employers' organisation: International Shipping Federation.

Workers' organisation: International Transport-workers' Federation.

3. The Governing Body is invited to approve the issue of invitations to these two Federations and to consider whether it would be appropriate to invite any other organisations.

SIXTH SUPPLEMENTARY REPORT

Meeting of a Panel of the Correspondence Committee on Co-operation

1. The budget for 1953 contains provision for the meeting of a panel of the Correspondence Committee on Co-operation. It is suggested that such a meeting should be held in Geneva, in the autumn, at a date to be fixed by the Governing Body when it considers the fifteen item on the agenda: Programme of Meetings.

2. The following agenda is proposed for the meeting:

I. Action of the I.L.O. as regards co-operation, particularly as regards its practical activities.

II. Co-operative legislation.

III. Organisation and functions of government co-operative services.

IV. Inter-co-operative relations.

3. In its first report on the 1953 budget estimates, which was adopted by the Governing Body, the Financial and Administrative Committee provided for the convocation of 12 members of the Correspondence Committee in 1953. If the Governing Body approves the appointments to the Committee submitted to it under the thirteenth item on the agenda (Composition of Committees) it is proposed, taking into account the items on the proposed agenda and the desirable geographical distribution, to convene 12 members of the Committee as follows:

Mr. A. L. AMER (Egyptian), Director-General, Co-operative Department, Ministry of Social Affairs.

Mr. Ch. H. BARBIER (Swiss), Member of the Board, Swiss Union of Consumers' Co-operatives.

Mr. A. CRAMOIS (French), Director-General, National Agricultural Credit Bank.

Miss M. DIGBY (United Kingdom), Secretary, Horace Plunkett Foundation.

Mr. A. AXELSEN DREJER (Danish), General Secretary, Central Federation of Danish Co-operative Societies.

Dr. H. J. FRIETEMA (Netherlands), Director, National Co-operative Council.

Mr. Leib GARFUNKEL (Israel), Registrar of Co-operative Societies, Ministry of Labour.

Mr. S. A. HUSAIN (Pakistan), Co-operation and Marketing Adviser to the Government of Pakistan.

Mr. Carlos VALDERAMA ORDOÑEZ (Colombian), former National Superintendent of Co-operatives; Secretary-General, Ministry of the Interior.

Mr. Celestino SIENRA (Argentine), President, Argentine Co-operative Association.

Mr. V. V. VARDE (Indian), Member Executive Committee, Indian Co-operative Union; Hon. Secretary, Bombay Provincial Co-operative Institute.

Mr. Mihailo VOUTCHKOVITCH (Yugoslav), Member of the Directorate Central Co-operative Federation of Yugoslavia.

4. The Governing Body is invited to approve the convening of a panel of the Correspondence Committee on Co-operation, composed as suggested above, and with the proposed agenda.

SEVENTH SUPPLEMENTARY REPORT

Procedure for the Determination of the States of Chief Industrial Importance

1. It has been the practice of the Governing Body to review the list of the States of chief industrial importance some time in advance of the session of the Conference at which, at three-yearly intervals, the choice of the elected members of the Governing Body is made. Since members of the Governing Body have to be elected at the 37th (1954) Session of the Conference, the Governing Body may think it desirable to consider immediately the action which should be taken for this purpose.

2. Article 7, paragraph 3, of the Constitution of the International Labour Organisation provides—

The Governing Body shall as occasion requires determine which are the Members of the Organisation of chief industrial importance and shall make rules to ensure that all questions relating to the selection of the Members of chief industrial importance are considered by an impartial committee before being decided by the Governing Body.

3. Article 13 of the Standing Orders of the Governing Body provides—

1. The Governing Body shall not decide any question relating to the selection of the Members of chief industrial importance unless the question of

1 See above, Appendix XIII, First Supplementary Note, paragraphs 1-3, pp. 103-104, and Second Supplementary Note, paragraphs 1-2, p. 104.
modification of the list of such Members has been included in the agenda of the session as a specific item and the Governing Body has before it a report by its Officers on the question to be decided.

2. The Officers of the Governing Body shall, before recommending to the Governing Body any modification of the list of Members of chief industrial importance, take the advice of a committee appointed by the Governing Body and including experts qualified to advise on the most appropriate criteria of industrial importance and on the relative industrial importance of States assessed on the basis of such criteria.

3. It is therefore suggested that the Governing Body should authorise the Director-General to submit to it at its autumn session names for the appointment of the committee of experts required under article 13, paragraph 2, of its Standing Orders. The modification of the list of Members of chief industrial importance could then be placed as a specific item on the agenda of the spring session and the Officers of the Governing Body would report to that session, after having received the committee's advice.

EIGHTH SUPPLEMENTARY REPORT

Conditions of Work in the Fishing Industry

1. The 28th (Maritime) Session of the International Labour Conference (Seattle, 1946) adopted a resolution (No. VIII) requesting the Office, in co-operation with the interests concerned, to undertake the necessary studies and preparations with a view to considering the possible adoption of an international fishermen's code similar to the international seafarers' code which is formed by the Conventions and Recommendations concerning merchant seamen. The Director-General therefore addressed a detailed questionnaire to 44 States Members in 1947 and, on the basis of the replies received, a report—Conditions of Work in the Fishing Industry—was published in 1952. In the meantime, the Governing Body, at its 109th Session (Geneva, June 1949) had authorised the Director-General to undertake a further short consultation with governments concerning the feasibility of establishing an international fishermen's code.

2. The Director-General accordingly sent out in 1952 a further short questionnaire to 56 States Members. By 1 June 1953 34 replies had been received. Only two replies—those from Canada and Greece—expressed the opinion that no international action should be taken at present; nine governments considered it inappropriate, in view of local conditions, to offer comments. In the remaining replies there is a substantial measure of agreement on the desirability of taking international action—either directly, by the adoption of Conventions or Recommendations, or by preliminary study by a Committee of Experts—on at least some specific questions.

3. The Governing Body is now invited to consider what kind of action should be taken. It will be recalled that the Joint Maritime Commission, at its 17th Session (Geneva, May 1952), adopted a resolution urging that as soon as the governments had indicated the points on which international regulation seemed possible, the Governing Body should consider the possibility of convening a tripartite committee of experts on the subject, or should take other steps to have the question placed on the agenda of a session of the Conference not later than 1954. This resolution was adopted by 12 votes to 2, the 'Shipowners' group abstaining on the ground that they did not consider themselves representatives of the fishing industry. The Governing Body, at its 119th Session (Geneva, June 1952), decided to postpone a decision on the Commission's suggestion until the views expressed by governments in reply to the latest questionnaire had been ascertained.

4. Attention should also be drawn to a resolution adopted by the Congress of the International Transport-workers' Federation at Stockholm in July 1952, which requests the Governing Body "to proceed without further delay to the setting up of the International Committee of Fishing Experts... in order that the question of an International Convention relating to fishermen's conditions of employment may be discussed by an International Labour Conference at the earliest possible date".

5. In these circumstances, it is suggested that the Governing Body may think it desirable to decide to set up a tripartite committee of experts on fishing questions. The committee might consist of 18 members (six from each group).

6. The terms of reference of the committee might be either (a) to consider all aspects of fishermen's conditions of employment and to make recommendations concerning those aspects which appear ripe for international action; or (b) to consider only certain aspects which a number of governments regard as most ready for international action, namely minimum age on entry, safety provisions on board fishing vessels, and accident insurance. The Governing Body is invited to determine the committee's terms of reference.

7. If the Governing Body accepts the above proposals, the Director-General will submit the names of experts, chosen from countries of chief maritime importance and with a view to appropriate geographical distribution, together with proposals concerning the date and place of meeting, to the next session of the Governing Body.

Financial Implications.

8. This proposed meeting was not foreseen when the 1954 budget was prepared and no credit for it is provided therein. Therefore, if the Governing Body decides that the meeting should take place, it must necessarily be financed by savings within the budget or, if this is impracticable, by means of a supplementary credit. It would be for the Financial and Administrative Committee to advise the Governing Body on the precise cost of the detailed proposals envisaged in paragraph 7 and on the manner of the financing of such cost.

NINTH SUPPLEMENTARY REPORT

Request from the International Confederation of Free Trade Unions for Representation at the Committee of Experts on Social Policy in Non-Metropolitan Territories

1. In the paper on the fifteenth item on its agenda (Programme of Meetings), the Governing Body is invited to decide that the Committee of Experts on Social Policy in Non-Metropolitan Territories should hold its third session in Lisbon from 7 to 19 December 1953. In this connection, the Director-General has received a letter from the Secretary-General of the International Confederation of Free Trade Unions requesting permission to send an observer to this meeting.

2. The Governing Body is invited to take a decision on this request.

2 For the text of this resolution see Minutes of the 119th Session of the Governing Body, Appendix XIII, Sixth Supplementary Report of the Director-General, p. 78.
3 See below, Appendix XV, paragraph 2, p. 120.
TENTH SUPPLEMENTARY REPORT

Meeting of a Panel of the Correspondence Committee on Co-operation (Supplementary Note)

1. The Governing Body already has before it a paper proposing that a panel of the Correspondence Committee on Co-operation should be convened in 1953. It may also wish to have before it the reasons for which such a meeting is considered desirable.

2. No I.L.O. meeting on the subject of co-operation has been held since 1949. The recommendations made by the Advisory Committee (as it then was) in 1949 were accepted by the Governing Body and have been implemented by the Office in the course of its normal work. It is felt that the time has come to review the progress made and to examine fresh lines of action.

3. Since 1949, moreover, the activity of the I.L.O. in the co-operative field has assumed considerable importance. It would therefore be valuable to consult a panel of the Committee with a view to determining the elements of sound co-operative legislation and the means of setting up and conducting official services to guide and supervise the development of co-operatives in countries which are in need of technical assistance.

4. It may be recalled that the following agenda is proposed for the meeting:
   I. Action of the I.L.O. as regards co-operation, particularly as regards its practical activities.
   II. Co-operative legislation.
   III. Organisation and functions of government co-operative services.
   IV. Inter-co-operative relations.

ELEVENTH SUPPLEMENTARY REPORT

Request from the International Federation of Christian Trade Unions for Representation at the Committee of Experts on Social Policy in Non-Metropolitan Territories

1. The Governing Body already has before it a request for representation at this meeting made by the International Confederation of Free Trade Unions. The Director-General has since received a similar request from the International Federation of Christian Trade Unions.

2. The Governing Body is invited to take a decision on this request.

1 See above, Ninth Supplementary Report of the Director-General, p. 118.
APPENDIX XV

Fifteenth Item on the Agenda: Programme of Meetings

Coal Mines Committee (Fifth Session)
1. The Governing Body decided at its 121st Session that this Committee should meet in Geneva from 30 November to 12 December 1953. The Director-General has since received an invitation from the German Federal Government to hold the session at Düsseldorf (or Essen). The German Federal Government offers to meet the additional expenditure involved. The Governing Body is invited to accept this invitation and to express its gratitude to the German Federal Government. No alteration in the date of the session is proposed.

Committee of Experts on Social Policy in Non-Metropolitan Territories (Third Session)
2. The Governing Body decided at its 121st Session to accept the generous invitation of the Portuguese Government to hold this session in Lisbon. It is suggested that the Committee should meet from 7 to 19 December 1953.

Inland Transport Committee (Fifth Session)
3. It is suggested that this Committee should meet in Geneva from 15 to 27 February 1954.

Advisory Committee on Salaried Employees and Professional Workers (Third Session)
4. It is suggested that this Committee should meet in Geneva from 29 March to 10 April 1954.

Eighth International Conference of Labour Statisticians
5. It is suggested that this Conference should be held in Geneva either in April or May or in the autumn of 1954. The Director-General will make a definite proposal for the date at the next session of the Governing Body.

6. The Director-General will make proposals later concerning the date and place of the following meetings:
   - Joint I.L.O.-W.H.O. Committee on the Hygiene of Seafarers (Second Session);
   - Committee of Experts on Indigenous Labour;
   - Special Tripartite Conference concerning Rhine Boatmen;
   - Panel of the Correspondence Committee on Cooperation.
Sixteenth Item on the Agenda: Election of Officers of the Governing Body

1. At the close of the 36th Session of the International Labour Conference the Governing Body will be required to elect its Officers in accordance with the following provisions of article 1 of its Standing Orders:

Officers

1. The Officers shall consist of a Chairman and two Vice-Chairmen chosen one from each of the three groups. Only regular members of the Governing Body may be elected Officers.

2. The Officers shall be elected at a sitting of the Governing Body held at the close of the annual session of the International Labour Conference and shall hold office from their election until the election of their successors. In a year in which Governing Body elections take place the Chairman shall be elected at the first meeting of the Governing Body following the election of members of the Governing Body.

3. The Chairman shall not become re-eligible until three years after he ceases to hold office.

List of Chairmen of the Governing Body of the I.L.O.

Mr. Arthur Fontaine, France 1, 1919-31.
Mr. Ernest Mahaim, Belgium 1, 1931-32.
Sir Atul Chatterjee, India 1, 1932-33.
Mr. C. V. Bramsnaes, Denmark 2, 1933-34.
Mr. Giuseppe de Michelis, Italy 1, 1934-35.
Mr. Walter Riddell, Canada 1, 1935-36.
Mr. Jaromir Něčas, Czechoslovakia 2, 1936-37.
Mr. Frederick Leggett, United Kingdom 1, 1937-38.
Mr. Paal Berg, Norway 2, 1938-39.
Mr. Carter Goodrich, United States 1, 1939-45.
Mr. (later Sir Guildhaume) Myrdin-Evans, United Kingdom 1, 1945-47.
Mr. Luis Alvarado, Peru 2, 1947-48.
Mr. Shamaldharee Lall, India 1, 1948-49.
Mr. Léon-El Troclet, Belgium 2, 1950-52.
Mr. Paul Ramadier, France 1, 1951-52.
Mr. Fernando Cisternas, Chile 2, 1952.
Mr. Fernando García Oldini, Chile 2, 1953.

2. For the convenience of members of the Governing Body a list of former Chairmen is given below:

List of Chairmen of the Governing Body of the I.L.O.

Mr. Arthur Fontaine, France 1, 1919-31.
Mr. Ernest Mahaim, Belgium 1, 1931-32.
Sir Atul Chatterjee, India 1, 1932-33.
Mr. C. V. Bramsnaes, Denmark 2, 1933-34.
Mr. Giuseppe de Michelis, Italy 1, 1934-35.
Mr. Walter Riddell, Canada 1, 1935-36.
Mr. Jaromir Něčas, Czechoslovakia 2, 1936-37.
Mr. Frederick Leggett, United Kingdom 1, 1937-38.
Mr. Paal Berg, Norway 2, 1938-39.
Mr. Carter Goodrich, United States 1, 1939-45.
Mr. (later Sir Guildhaume) Myrdin-Evans, United Kingdom 1, 1945-47.
Mr. Luis Alvarado, Peru 2, 1947-48.
Mr. Shamaldharee Lall, India 1, 1948-49.
Mr. Léon-El Troclet, Belgium 2, 1950-52.
Mr. Paul Ramadier, France 1, 1951-52.
Mr. Fernando Cisternas, Chile 2, 1952.
Mr. Fernando García Oldini, Chile 2, 1953.

1 One of the eight States of chief industrial importance.
2 Elected State.
APPENDIX XVII

Seventeenth Item on the Agenda: Appointment of Governing Body Representatives on Various Bodies

Meeting of Experts on Systems of Payment by Results in the Construction Industry (Geneva, 21-31 July 1953)

1. The Governing Body is requested to decide whether it wishes to be represented at the Meeting of Experts on Systems of Payment by Results in the Construction Industry by a tripartite delegation, and if so, to appoint one member from each group to constitute this delegation.

Asian Regional Conference (Tokyo, 14-26 September 1953)

2. The suggestion was made at the 120th Session of the Governing Body (November 1952) that the Director-General, when discussing the financial arrangements for the above Conference, should take account of the need for a Governing Body delegation of two members from each group. This suggestion had been put forward earlier when the budget for 1953 was under discussion in the Financial and Administrative Committee, and it was then proposed that the estimates should take account of the need for a delegation of two members from each group. The suggestion was, however, not taken up and the estimate was approved on the basis of one member from each group in addition to the Chairman of the Governing Body, who is regarded as an ex officio member of delegations to regional conferences.

3. In a paper submitted to the Financial and Administrative Committee at its present session it is indicated that the additional cost involved by the appointment of a delegation of two members from each group would be approximately 2,700 dollars and that it would have to be met by a supplementary credit financed by withdrawal from the Working Capital Fund.

4. It has been the general practice of the Governing Body at recent regional conferences to appoint a delegation comprising six or seven members (the Chairman of the Governing Body being regarded as one of the Government members in the latter case). The limitation of the estimate for the delegation to the 1953 Asian Regional Conference to the amount required for three members and the Chairman was based on the prevailing need for economy.

5. In the light of the above information, and of any recommendation which the Financial and Administrative Committee may make in its report, the Governing Body is requested: (a) to determine the size of its delegation to the Asian Regional Conference; and (b) to make the necessary appointments to this delegation.

Asian Maritime Conference (Nuwara Eliya, Ceylon, 5-15 October 1953)

6. The estimate for this Conference makes provision for a Governing Body delegation of three members.

7. At its 17th Session (May 1952) the Joint Maritime Commission expressed the desire that, in addition to the representation of the Governing Body, the Commission itself should be represented at the Asian Maritime Conference by a delegation comprising two members each from the Shipowners' and Seafarers' groups respectively.

8. An estimate of the cost of a delegation of the Joint Maritime Commission to this Conference has been submitted to the Financial and Administrative Committee.

9. In the light of the above information and of any recommendation which the Financial and Administrative Committee may make in its report, the Governing Body is requested: (a) to appoint a tripartite delegation of three persons to represent it at the Asian Maritime Conference; and (b) to take a decision on the recommendation of the Joint Maritime Commission that it should be represented at the Asian Maritime Conference by a delegation of two members each from the Shipowners' and Seafarers' groups of the Commission.

Building, Civil Engineering and Public Works Committee (Fourth Session, Geneva, 26 October-7 November 1953)

10. The Governing Body is requested to appoint a tripartite delegation of three members to represent it at this meeting. It will also be necessary to appoint a Chairman for this session of the Committee.

Coal Mines Committee (Fifth Session, proposed place, Düsseldorf, 30 November-12 December 1953)

11. The Governing Body is requested to appoint a tripartite delegation of three members to represent it at this meeting. It will also be necessary to appoint a Chairman for this session of the Committee.

Committee of Experts on Social Policy in Non-Metropolitan Territories (Third Session, Lisbon, proposed date 7-19 December 1953)

12. The Governing Body is requested to decide whether it wishes to be represented at this meeting by a tripartite delegation, and if so, to make the necessary appointments.

Special Tripartite Conference concerning Rhine Boatmen (Geneva, date to be fixed later)

13. In a paper submitted to the Committee on Industrial Committees it is proposed that a special tripartite conference should be convened to consider amendments to the agreement concerning conditions of employment of Rhine boatmen, and that the Governing Body should be represented thereat. It is proposed that the Conference should be held in Geneva at a convenient date to be fixed by the Director-General, it being understood that in any case it would not be possible to hold the conference before August.

14. If the Governing Body adopts these proposals on the report of the Committee on Industrial Committees, it will be necessary for it to appoint a tripartite delegation of three persons to represent it at the Special Tripartite Conference concerning Rhine Boatmen.

Representation of the I.L.O. at the Eighth Regular Session of the General Assembly of the United Nations (opening date, 15 September 1953)

15. The Governing Body is requested to appoint a delegation to represent the I.L.O. at this session of the United Nations Assembly. At recent sessions the I.L.O. has been represented by a delegation consisting of the Chairman of the Governing Body and the Chairman of the International Organisations Committee, together with two members each from the Employers' and Workers' groups.

1 This paper is not reproduced here.
APPENDIX XVIII

Eighteenth Item on the Agenda: Date and Place of the Next Session of the Governing Body

1. The Governing Body decided at its 121st Session (Geneva, March 1953) that the 123rd Session of the Governing Body and its Committees should be held in Geneva between 16 and 28 November 1953.

2. It is suggested that Committees of the Governing Body should meet from Thursday 19 to Monday 23 and on Saturday 28 November and that the 123rd Session should be held from Tuesday 24 to Friday 27 November.

3. The Governing Body is invited to approve these dates for its 123rd Session.
APPENDIX XIX

Alphabetical List of Persons Attending the Session

AGO, Roberto (Italian), Government representative (substitute for Mr. Cingolani), Professor of Law, University of Milan; substitute representative of the Italian Government on the Governing Body.


Ali, Aftab (Pakistani), Workers' representative; Vice-President and Treasurer, All-Pakistan Confederation of Labour.

ALLANA, Ghulam Ali (Pakistani), Employers' deputy member; President, Federation of Chambers of Commerce and Industry.

ARENA, R. (Italian), accompanying Mr. Pastore, Workers' deputy member.

BAVERSTOCK, Sylvia, Representative of the Intergovernmental Committee for European Migration, Liaison Officer.

Bell, Ernest A. (United Kingdom), International Secretary, British Trades Union Congress, accompanying Mr. Roberts, Workers' representative.

BELLINGHAM-SMITH, Christopher (United Kingdom), British Employers' Confederation, accompanying Sir Richard Snedden, Employers' representative.

BENITEZ, Conrado (Philippine), Employers' substitute deputy member; Member of the Philippine Chamber of Commerce.

BERGENSTROM, Gullmar (Swedish), Employers' deputy member; Director, Confederation of Swedish Employers.

BÖHM, Johann (Austrian), Workers' deputy member; President of the Austrian Federation of Trade Unions.

BULIĆ, Marin (Yugoslav), Employers' substitute deputy member; Chief of Technological and Metallurgical Department, Yugoslav Register of Shipping.

BURTON, Kenneth John (United Kingdom), Secretary, British Employers' Confederation, substitue for Sir Richard Snedden, Employers' representative.

CALHEIROS LOPES, Antonio (Portuguese), Employers' deputy member; President, Rice Industries Association.

CALLEA, Saverio (Italian), Consul- General of Italy in Geneva, substitute for Mr. Ago, Government representative.

CAMPANELLA, Pietro (Italian), Employers' representative; President, Genoa Manufacturers' Association.

CLEMENT, Dr., Representative of the World Health Organisation.

COFÍÑO GARCÍA, Ángel (Cuban), Workers' deputy member; General Secretary, Federation of Electricity, Gas and Water Workers.

DE BOCK, Nathalis (Belgian), Workers' substitute deputy member; National Secretary of the Belgian General Federation of Labour.

DELANEY, George Philip (United States), Workers' representative; International Representative, American Federation of Labor.

DIACK, John Alexander (United Kingdom), Counsellor, Foreign Office, accompanying Sir Guildhaume Myrddin-Evans, Government representative.

DÍAZ CASANUEVA, Humberto (Chilean), Consul-General of Chile in Geneva; substitute representative of the Chilean Government on the Governing Body.

DONNAIDEU, Aristide P. (Costa Rican), Government observer; Permanent Delegate of the Republic of Costa Rica to the International Organisations in Geneva.

DUDLEY-MARTIN, W. D., Assistant to the Secretary-General of the International Organisation of Employers, accompanying Mr. Emery, Secretary of the Employers' group.

EBIZUKA, Masaji (Japanese), Government observer; Permanent Delegate of Japan to the International Organisations in Geneva.


EMERY, Georges, Observer representing the International Organisation of Employers, Secretary-General of the International Organisation of Employers, Secretary of the Employers' group.

ESFANDIARY, Mahmoud (Iranian), Government representative; Consul-General of Iran in Geneva; Permanent Delegate of Iran to the European Office of the United Nations and the Specialised Agencies.

FACCHAMPS, Antoine Jean Joseph (Belgian), Government representative; Attaché to the Cabinet of the Minister of Labour and Social Welfare.

FARMAN-FARMAIAN, Djamchid (Iranian), Counsellor, Ministry of Labour, substitute for Mr. Esfandiary, Government representative.

FENNEMA, Antony Gerardus (Netherlands), Employers' deputy member; Delegate of the Employers' Federation for International Labour Affairs.

FERNANDES, Manuel António (Portuguese), Government representative; Director-General in the Ministry of Justice.

FORREST, Dr. William P., Representative of the World Health Organisation, Director, Office of External Relations.

GARCÍA OLDINI, Fernando (Chilean), Government representative; Ambassador, Minister of Chile in Berne; representative of the Chilean Government on the Governing Body; Chairman of the Governing Body.

GHAYOUR, Massoud (Iranian), Employers' deputy member; Director, Chemical and Building Materials Establishments.

GÓMEZ JARAMILLO, J. Arturo (Colombian), Consul-General in Switzerland; substitute for Mr. González Barros, Government deputy member.

MONTOYA, Victor (Venezuelan), Government representative; Chief, Office of Plans and Liaison.

GROS, Louis, Representative of the United Nations, Social Affairs Department.

PADIJ VASSILIU, Nicolas (Greek), Permanent Delegate of Greece accredited to the International Organisations in Geneva; substitute for Mr. Pavlakis, Government deputy member.

HAMMARSJÖLD, Dag, Representative of the United Nations; Secretary-General of the United Nations.


HODGETTS, Bartley John (Australian) Research Officer, Department of Labour and National Service; accompanying Mr. P. Shaw, Government deputy member.

HUMPHREY, John, Representative of the United Nations; Director, Human Rights Division, Social Affairs Department.

IBÁÑEZ ÁGUILA, Bernardo (Chilean), Workers' representative; General Secretary, Chilean Confederation of Workers.

JARVIS, Mrs. T. C., Representative of the World Health Organisation; External Liaison Officer.

JOUHINS, Léon (French), Workers' representative; President, General Confederation of Labour (Force ouvrière); Vice-Chairman of the Governing Body.

KAISER, Hon. Philip M. (United States), Government representative; Assistant Secretary of Labor; representative of the United States Government on the Governing Body.

KAUFMANN, Max (Swiss), Government deputy member; Director, Federal Office of Industry, Arts and Crafts, and Labour; representative of the Swiss Government on the Governing Body.

KUNTSCHEN, Charles (Swiss), Employers' deputy member; Secretary, Central Federation of Swiss Employers' Associations.

LAGASSE, Raphaël, Assistant to the Secretary-General of the International Organisation of Employers, accompanying Mr. Emery, Secretary of the Employers' group.

MALIK, Hon. Dr. A. M. (Pakistani), Government representative; Minister for Labour, Health and Works; representative of the Pakistani Government on the Governing Body.

MAUNG, U Khint (Burmese), Government deputy member; Director of Labour; representative of the Burmese Government on the Governing Body.

MCILWRAITH, Kenneth D. (Canadian), Adviser, Canadian Permanent Delegation to the European Office of the United Nations, accompanying Mr. Williams, Government representative.

MOCHI-ONGRI, Manuzio (Italian), accompanying Mr. Campanella, Employers' representative.

MONK, Albert E. (Australian), Workers' representative; President, Australian Council of Trade Unions.


MÖRI, Jean (Swiss), Workers' deputy member; Secretary of the Swiss Federation of Trade Unions.

MYRDDIN-EVANS, Sir Guildhaume, (United Kingdom), Government representative; Deputy Secretary Ministry of Labour and National Service; representative of the United Kingdom Government on the Governing Body.

NIELSEN, Einar (Danish), Workers' substitute deputy member; Vice-President, Danish Federation of Trade Unions.

NOGUEIRA, Julián (Uruguayan), Government deputy member; Minister Plenipotentiary, Permanent Delegate of Uruguay accredited to the European Office of the United Nations and the Specialised Agencies in Europe; representative of the Uruguayan Government on the Governing Body.

ÖKÑES, Kalmar J. (Norwegian), Government deputy member; Permanent Secretary, Ministry of Social Affairs; representative of the Norwegian Government on the Governing Body.

ORE, Basil Roy (Australian), Employers' representative (substitute for Mr. Gemmill); Honorary Treasurer, Associated Chambers of Manufacturers of Australia.

PASTORE, Giulio (Italian), Workers' deputy member; General Secretary, Italian Confederation of Trade Unions.

PATTER, Herman, Observer representing the International Confederation of Free Trade Unions; representative of the I.C.F.T.U. in Geneva; Secretary of the Workers' group.

PAVLAKIS, Panos (Greek), Government deputy member (substitute for Mr. Bacalbassis); Director-General, Ministry of Labour.

PÉREZ, Octavio (Mexican), Government representative; Acting Chargé d'affaires, Permanent Delegation of Mexico to the International Organisations in Geneva.

FEDERSEN, Richard F. (United States), Office of United Nations Economic and Social Affairs, Department of State, accompanying Mr. Kaiser, Government representative.

PEDIROSA, António Ferreira (Portuguese), Director of the Cabinet of the Minister of Corporations and Social Welfare, substitute for Mr. Fernandes, Government representative.

PONS, Julio B. (Uruguayan), Employers' representative; President of the General Association of Employers.

RAHARDT, E. K., Representative of the Intergovernmental Committee for European Migration; Technical Services Officer.

RAMADIER, Paul (French), Government representative; former Prime Minister; representative of the French Government on the Governing Body.

RIBEIRO DA CUNHA, Alexandre (Portuguese), Deputy Secretary-General, Ministry of Corporations and Social Welfare, accompanying Mr. Pedrosa, substitute Government representative.

ROBERTS Alfred (United Kingdom), Workers' representative; Member of General Council, British Trades Union Congress.

RONCAROLO, Américo (Argentine), Government observer; Labour Attaché, Permanent Delegate of Argentina to the International Labour Organisation.

ROSEN, Menahem (Israeli), Employers' substitute deputy member; Member of the Board, Israeli Manufacturers' Association.

Sánchez Juárez, Delfin (Mexican), Legal Adviser, Mexican Social Insurance Institute; accompanying Mr. Paz, Government representative.
SHASTRI, Hariharnath (Indian), Workers' representative; General Secretary, Indian National Trade Union Congress.

SHAW, Charles E. (United States), Employers' representative; Director, Employee Relations Overseas, Standard Oil Company, New Jersey.

SHAW, Patrick (Australian), Government deputy member; Permanent Australian Delegate to the European Office of the United Nations; representative of the Australian Government on the Governing Body.

SINARD, Pierre, Representative of the Food and Agriculture Organisation.

SNEDDEN, Sir Richard (United Kingdom), Employers' representative; Chairman of International Standing Committee, Member of General Purposes Committee and Council, British Employers' Confederation.

SÖLVEÑ, Arnold (Swedish), Workers' representative; Legal Adviser, Swedish Federation of Trade Unions.

SOUZA E SILVA, Celso António de (Brazilian), Government representative; Secretary of Embassy, Member of the Permanent Delegation of Brazil in Geneva.

STEMBERG, Geertruida J. (Netherlands), Adviser to the Ministry of Social Affairs and Public Health of the Netherlands, accompanying Mr. Fafchamps, Government representative.

TATA, Naval H. (Indian), Employers' representative; Director of Tata Industries Ltd., Bombay.

TENFJORD, Finn, Representative of the Council of Europe, Head of the Social Section, Research Department.

TESSIER, Gaston, Observer representing the International Federation of Christian Trade Unions; President of the I.F.C.T.U.

TRIANTAPHYLLOU, Antonios (Greek), Director of Statistics and Information, Ministry of Labour; substitute for Mr. Pavlakis, Government deputy member.

TUAN, His Excellency Mao-lan (Chinese), Government representative; Minister Plenipotentiary and Chargé d'affaires in Paris; representative of the Chinese Government on the Governing Body.

VAN ISTENDAEL, Auguste, Observer representing the International Federation of Christian Trade Unions; General Secretary of the I.F.C.T.U.

VAN LINT, P. (Belgian), Employers' substitute deputy member; Director-General of the Federation of Belgian Industries.

VAN METER, William G. (United States), Attorney, Labor Relations Department, United States Chamber of Commerce, accompanying Mr. C. E. Shaw, Employers' representative.

VERMEULEN, Adrianus (Netherlands), Workers' deputy member; Secretary, Netherlands Federation of Trade Unions.

VERSCHUEREN, A. (Belgian), Director, Federation of Belgian Industries, accompanying Mr. Van Lint, Employers' substitute deputy member.

VERSTRAETE, W., Observer representing the International Federation of Christian Trade Unions.

VONWILLER, C., Observer representing the World Federation of Trade Unions.

WALINE, Pierre (French), Employers' representative; General Delegate, Federation of Metal and Mining Industries, Vice-Chairman of the Governing Body.

WALKER, Robert Mustoe (United Kingdom), Principal, Ministry of Labour and National Service, accompanying Sir Guildhaume Myrddin-Evans, Government representative.

WALLIN, Michel Paul Louis (Belgian), Deputy Counsellor, Chief of the International Relations Service, Ministry of Labour and Social Welfare, accompanying Mr. Fafchamps, Government representative.

WEIBEZAHN-MASSIANI, A. W. (Venezuelan), Secretary, Permanent Delegation of Venezuela to the Specialised Agencies of the United Nations; substitute for Mr. Montoya, Government representative.

WEINBERGER, Emil (Austrian), Employers' substitute deputy member; Austrian Industrial Employers' Federation.

WHEATLEY, Margaret Jaffrey (United Kingdom), Ministry of Labour and National Service; accompanying Sir Guildhaume Myrddin-Evans, Government representative.

WILLIAMS, Bruce M. (Canadian), Government representative; Deputy Permanent Delegate, Canadian Permanent Delegation to the European Office of the United Nations.

WOORI, Eero A. (Finnish), Government representative; Director of the General Department in the Ministry of Social Affairs; representative of the Finnish Government on the Governing Body.

## INDEX

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;Ad Hoc&quot; Committee on Forced Labour</td>
<td>40, 56, 96-97</td>
</tr>
<tr>
<td>Administrative Tribunal of the I.L.O.</td>
<td></td>
</tr>
<tr>
<td>Appointments</td>
<td>30</td>
</tr>
<tr>
<td>Request of the International Telecommunication Union for affiliation to</td>
<td>39</td>
</tr>
<tr>
<td>Request of U.N.E.S.C.O. concerning</td>
<td>30</td>
</tr>
<tr>
<td>Advisory Committee on Salaried Employees and Professional Workers</td>
<td></td>
</tr>
<tr>
<td>Agenda, date and place of the Third Session</td>
<td>54, 59, 86, 120</td>
</tr>
<tr>
<td>Agriculture</td>
<td></td>
</tr>
<tr>
<td>Employment of children and young persons in agriculture</td>
<td>21, 22, 72-73, 76-78</td>
</tr>
<tr>
<td>Possible inclusion of the question of employment of children and young persons in agriculture in the agenda of the 38th Session of the Conference</td>
<td>15, 17, 19, 66-67, 68</td>
</tr>
<tr>
<td>See also: Land Reform; Permanent Agricultural Committee; Vocational Training</td>
<td></td>
</tr>
<tr>
<td>Allocations Committee</td>
<td></td>
</tr>
<tr>
<td>Report of the Committee</td>
<td>30, 84</td>
</tr>
<tr>
<td>Application of Conventions and Recommendations</td>
<td></td>
</tr>
<tr>
<td>See: Committee of Experts on the Application of Conventions and Recommendations; Committee on Standing Orders and the Application of Conventions and Recommendations; Conventions</td>
<td></td>
</tr>
<tr>
<td>Asian Advisory Committee</td>
<td></td>
</tr>
<tr>
<td>Date and place of the Fifth Session</td>
<td>31, 106</td>
</tr>
<tr>
<td>Asian Maritime Conference</td>
<td></td>
</tr>
<tr>
<td>Composition</td>
<td>33-34, 117</td>
</tr>
<tr>
<td>Date and place</td>
<td>31, 106</td>
</tr>
<tr>
<td>Governing Body representation</td>
<td>34-35, 122</td>
</tr>
<tr>
<td>Representation of the Joint Maritime Commission</td>
<td>30, 35, 122</td>
</tr>
<tr>
<td>Asian Regional Conference</td>
<td></td>
</tr>
<tr>
<td>Composition</td>
<td>31, 106</td>
</tr>
<tr>
<td>Governing Body representation</td>
<td>30, 34, 59, 122</td>
</tr>
<tr>
<td>Audit</td>
<td></td>
</tr>
<tr>
<td>Appointment of an auditor</td>
<td>29</td>
</tr>
<tr>
<td>Audited accounts for 1952 and auditor's report</td>
<td>29</td>
</tr>
<tr>
<td>Review of audit arrangements</td>
<td>29</td>
</tr>
<tr>
<td>Berg, Paal</td>
<td></td>
</tr>
<tr>
<td>Greetings to Mr. Berg</td>
<td>14</td>
</tr>
<tr>
<td>Brunskog, Uno</td>
<td></td>
</tr>
<tr>
<td>Reappointment as auditor</td>
<td>29</td>
</tr>
<tr>
<td>Budget</td>
<td></td>
</tr>
<tr>
<td>Financial and budgetary situation on 30 April 1953</td>
<td>29</td>
</tr>
<tr>
<td>Financial situation of the Expanded Technical Assistance Account on 30 April 1953</td>
<td>29</td>
</tr>
<tr>
<td>Payments under article 18 (3) of the Financial Regulations</td>
<td>39</td>
</tr>
<tr>
<td>See also: Audit; Financial and Administrative Committee; Staff</td>
<td></td>
</tr>
<tr>
<td>Building, Civil Engineering and Public Works Committee</td>
<td></td>
</tr>
<tr>
<td>Fourth Session:</td>
<td></td>
</tr>
<tr>
<td>Governing Body representation</td>
<td>35, 59, 122</td>
</tr>
<tr>
<td>Invitations to Austria, Japan and Venezuela to attend</td>
<td>51-54, 85</td>
</tr>
<tr>
<td>Building Subcommittee</td>
<td></td>
</tr>
<tr>
<td>Increase in membership</td>
<td>29</td>
</tr>
<tr>
<td>Report of the Subcommittee</td>
<td>39</td>
</tr>
<tr>
<td>Chemical Industries Committee</td>
<td></td>
</tr>
<tr>
<td>Studies proposed at the Third Session</td>
<td>54, 86</td>
</tr>
</tbody>
</table>
COAL MINES COMMITTEE
Fifth Session:

- Governing Body representation
- Invitation from the Federal Republic of Germany to hold the session at Dusseldorf
- Invitations to Chile, Japan and Mexico to be represented

COMMITTEE OF EXPERTS ON INDIGENOUS LABOUR

- Composition
- Date of the Third Session
- Governing Body representation
- Requests for representation at

COMMITTEE OF EXPERTS ON SOCIAL POLICY IN NON-METROPOLITAN TERRITORIES

- Report of the 23rd Session
- Withdrawal of Mr. Wyzanski's resignation

COMMITTEE ON FREEDOM OF ASSOCIATION

- Seventh Report
- Eighth Report
- Ninth Report
- Tenth Report

COMMITTEE ON INDUSTRIAL COMMITTEES

- Report of the Committee
- See also: Industrial Committees

COMMITTEE ON STANDING ORDERS AND THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS

- Report of the Committee

COMMITTEE ON WORK ON PLANTATIONS

- Composition of Committees

CONFERENCES

- See: Asian Maritime Conference; Asian Regional Conference; International Conference of Labour Statisticians (Eighth); International Labour Conference; Regional Conferences; Special Tripartite Conference concerning Rhine Boatmen

CONSTRUCTION INDUSTRY

- See: Meeting of Experts on Systems of Payment by Results in the Construction Industry

CONVENTIONS

- Choice of Conventions and Recommendations which should be the subject of reports in 1954
- Desirability of revising Convention No. 32 (revised)
- Desirability of revising Convention No. 67
- Draft forms of annual reports
- Periodical reports on the working of Conventions

CORRESPONDENCE COMMITTEE OF STATISTICAL EXPERTS

- Appointment

CORRESPONDENCE COMMITTEE ON CO-OPERATION

- Appointments
- Meeting of a Panel of the Committee

CORRESPONDENCE COMMITTEE ON OCCUPATIONAL SAFETY AND HEALTH

COUNCIL OF EUROPE

- Role in the social field

DIRECTOR-GENERAL'S REPORT

- Communications to the Governing Body
- Date and place of the Asian Maritime Conference
- Date and place of the Fifth Session of the Asian Advisory Committee
- Implementation of certain recommendations made by the Meeting of Experts on the Prevention and Suppression of Dust in Mining, Tunnelling and Quarrying
- Obituary: Mr. Salvesen
- Progress of international labour legislation
- Publications
- First Supplementary Report: I.L.O. regional activities
- Second Supplementary Report: Interpretation of the decisions of the International Labour Conference
- Third Supplementary Report: Meeting of Experts on Systems of Payment by Results in the Construction Industry
Fourth Supplementary Report: Survey of migration activities.
Fifth Supplementary Report: Composition of the Asian Maritime Conference.
Sixth Supplementary Report: Meeting of a Panel of the Correspondence Committee on Co-operation.
Seventh Supplementary Report: Procedure for the determination of the States of chief industrial importance.
Eighth Supplementary Report: Conditions of work in the fishing industry.
Ninth Supplementary Report: Request from the International Confederation of Free Trade Unions for representation at the Committee of Experts on Social Policy in Non-Metropolitan Territories.
Tenth Supplementary Report: Meeting of a Panel of the Correspondence Committee on Co-operation: Supplementary note.
Eleventh Supplementary Report: Request from the International Federation of Christian Trade Unions for representation at the Committee of Experts on Social Policy in Non-Metropolitan Territories.

Dockers
- Possible inclusion of the question of the protection of dockers against accidents in the agenda of the 38th Session of the Conference.

Economic and Social Council
- Approval of Draft Agreement concerning collaboration between the I.L.O. and the European Iron and Steel Community.

European Coal and Steel Community
- Approval of Draft Agreement concerning collaboration between the I.L.O. and the European Iron and Steel Community.

Financial and Administrative Committee
- First Report.
- Second Report.

Fishing
- Conditions of work in the fishing industry.

Forbes Watson, Sir John
- Presentation of a portrait of the late Sir John Forbes Watson.

Forced Labour
- See: "Ad Hoc" Committee on Forced Labour.

Full Employment

Governing Body
- 121st Session — Approval of the minutes.
- 122nd Session — Address by the Secretary-General of the United Nations.
- 123rd Session — Agenda.
- Appointment of Governing Body representatives on various bodies.
- Communications to the Governing Body.
- Composition of committees.
- Election of Officers.
- Financial implications of increasing Governing Body representation at the Asian Regional Conference.
- Release of confidential Governing Body minutes after a period of years.
- Representation at the Asian Regional Conference.

Human Rights

Industrial Committees
- Building, Civil Engineering and Public Works Committee.
- Chemical Industries Committee.
- Coal Mines Committee.
- Inland Transport Committee.
- Iron and Steel Committee.
- Petroleum Committee.
- Plantations, Committee on Work on.
- Salaried Employees and Professional Workers, Advisory Committee on.
- Finances of the proposed admission of additional members.
- Requests for membership.
- Requests for the establishment of new Industrial Committees.

Inland Transport Committee
- Date and place of the Fifth Session.
- Standard set of rules for international road transport in Europe.
INTERGOVERNMENTAL COMMITTEE FOR EUROPEAN MIGRATION
Draft constitution .................................................. 33, 46-49, 114-117
Possible representation of the Governing Body at a meeting of Relations with the I.L.O. ........................................... 49, 60
.................................................. 46-49
INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS
Request for representation at the Committee of Experts on Social Policy in Non-Metropolitan
Territories .......................................................... 57-59, 118
INTERNATIONAL CONFERENCE OF LABOUR STATISTICIANS (EIGHTH)
Date and place ....................................................... 59, 120
INTERNATIONAL COVENANTS ON HUMAN RIGHTS .............. 56-57, 98-99
INTERNATIONAL FEDERATION OF CHRISTIAN TRADE UNIONS
Request for representation at the Committee of Experts on Social Policy in Non-Metropolitan
Territories .......................................................... 57-59, 119
INTERNATIONAL LABOUR CONFERENCE
Agenda of the 38th Session ........................................ 14-19, 66-86
Interpretation of decisions of the Conference .............. 32, 110
INTERNATIONAL LABOUR LEGISLATION (PROGRESS OF)
Ratifications registered—Entry into force of Conventions .......... 30, 105
INTERNATIONAL ORGANISATIONS COMMITTEE
First Report ......................................................... 27-28, 96
Second Report ...................................................... 40-41, 96-98
Third Report ........................................................ 56-57, 98-101
IRON AND STEEL COMMITTEE
Agenda of the Fifth Session ...................................... 54-55, 87
JOINT I.L.O.-W.H.O. COMMITTEE ON THE HYGIENE OF SEAFARERS (SECOND SESSION) .... 59, 120
JOINT MARITIME COMMISSION
Financial implications of representation at the Asian Maritime Conference .......... 30
KERR, CYRIL
Tribute to the memory of .......................................... 35-36
LAND REFORM
Contribution of the I.L.O. to international action in respect of land reform ............. 21-22, 73-74, 78
See also: PERMANENT AGRICULTURAL COMMITTEE
MANPOWER AND EMPLOYMENT COMMITTEE
Report of the Committee .......................................... 26, 95
MEETING OF EXPERTS ON SYSTEMS OF PAYMENT BY RESULTS IN THE CONSTRUCTION INDUSTRY
Governing Body representation .................................... 34, 122
List of experts ...................................................... 33, 110-111
Requests for representation from non-governmental international organisations ........ 33, 42-43, 111
MEETING OF EXPERTS ON THE PREVENTION AND SUPPRESSION OF DUST IN MINING, TUNNELLING AND QUARRYING .... 30-34, 105-106
MIGRANTS
Co-ordination of social security schemes in Europe ........................................ 56, 89
MIGRATION
Survey of migration activities .................................... 33, 46-49, 111-117
See also: INTERGOVERNMENTAL COMMITTEE FOR EUROPEAN MIGRATION; SOCIAL SECURITY
NON-METROPOLITAN TERRITORIES
See: COMMITTEE OF EXPERTS ON SOCIAL POLICY IN NON-METROPOLITAN TERRITORIES
OBSERVERS
Attendance at meetings of the International Labour Organisation ......................... 22-24, 93
### Penal Sanctions
Possible inclusion of the question of penal sanctions for breaches of contract of employment in the agenda of the 38th Session of the Conference ........................................... 14-15

### Pensions
Appointments to the Administrative Board of the I.L.O. Staff Pensions Fund and to the I.L.O. Staff Pension Committee (United Nations Joint Staff Pension Fund) ........................................... 29
Appointments to the Investments Committee under the I.L.O. Staff Pensions Fund Regulations ........................................... 29
Report of the Administrative Board of the I.L.O. Staff Pensions Fund ........................................... 29
Report of the I.L.O. Staff Pension Committee ........................................... 29
Sharing of administrative expenses of the United Nations Joint Staff Pension Fund ........................................... 30

### Permanent Agricultural Committee
Report of the Fourth Session ........................................... 20-22, 71-78

### Petroleum Committee
Studies proposed at the Fourth Session ........................................... 54, 86

### Plantations
See: Committee on Work on Plantations

### Preliminary Meeting of Statistical Experts
Report of the Meeting ........................................... 27, 79-82

### Programme of Meetings
........................................... 59, 120

### Publications
........................................... 30, 105

### Regional Activities of the I.L.O.
........................................... 31-32, 107-110

### Regional Conferences
........................................... 93, 107-108

### Rhine Boatmen
Administrative arrangements for the application of the Agreement on Social Security for Rhine Boatmen ........................................... 55, 88
Proposed amendments to the Agreement concerning Conditions of Employment of Rhine Boatmen ........................................... 55-56, 88

See also: Special Tripartite Conference Concerning Rhine Boatmen

### Salvesen, Theis
Obituary ........................................... 30, 105

### Social Security
Administrative arrangements for the application of the Agreement on Social Security for Rhine Boatmen ........................................... 55, 88
Co-ordination of social security schemes for migrants (especially migrant miners) in Europe ........................................... 56, 89

### Special Tripartite Conference Concerning Rhine Boatmen
Date and place ........................................... 59, 120
Governing Body representation ........................................... 35, 59, 88, 122

See also: Rhine Boatmen

### Staff
Occupation of budgetary posts ........................................... 30

### States of Chief Industrial Importance
Procedure for the determination of ........................................... 57, 117-118

### Statistics
See: Preliminary Meeting of Statistical Experts

### Technical Assistance
Possible inclusion of the question of technical assistance in the agenda of the 38th Session of the Conference ........................................... 15-16, 19, 66, 68

### United Nations
Programme of concerted practical action in the social field of the United Nations and the specialised agencies ........................................... 40-41, 98
Representation of the I.L.O. at the Eighth Regular Session of the General Assembly ........................................... 35, 59-60, 122

See also: International Covenants on Human Rights
Vocational Rehabilitation

Possible inclusion of the question of vocational rehabilitation for the disabled in the agenda of the 38th Session of the Conference. 18, 66

Vocational Training

Proposal to include the question of vocational training in agriculture in the agenda of the 38th Session of the Conference. 17-19

Vocational training in agriculture considered by the Permanent Agricultural Committee. 20-22, 71-72, 74-76

Welfare Facilities

Possible inclusion of the question of welfare facilities in the agenda of the 38th Session of the Conference. 19, 67-68

Young Persons

See: Agriculture