INTERNATIONAL LABOUR OFFICE

MINUTES

OF THE

144TH SESSION

OF

THE GOVERNING BODY

GENEVA, 1-4 MARCH 1960
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The Governing Body of the International Labour Office

MINUTES OF THE 144TH SESSION

The 144th Session of the Governing Body of the International Labour Office was held in Geneva from Tuesday, 1 to Friday, 4 March 1960.

The Governing Body was composed as follows:

Chairman: Mr. Michanek.

Government group:
Belgium: Mr. Josz.
Brazil: Mr. Barbosa-Carneiro.
Canada: Mr. Haythorne.
Chile: Mr. Soto.
China: Mr. Yu.
Czechoslovakia: Mr. Erban.
France: Mr. Hauck.
Federal Republic of Germany: Mr. Clausen.
India: Mr. Merani.
Iraq: Mr. El Uomari.
Italy: Mr. Agó.
Japan: Mr. Oshima.
Mexico: Mr. Lucio.
Pakistan: Mr. Hamid Ali.
Peru: Mr. de la Fuente Locker.
Philippines: Mr. de Castro.
Sweden: Mr. Heinrici.
Union of Soviet Socialist Republics: Mr. Goroshkin.
United Kingdom: Mr. Rossetti.
United States: Mr. Lodge.

Employers' group:
Mr. Bergenström.
Sir Lewis Burne.
Mr. Ghayour.
Mr. Mishiroy.
Mr. Mochi-Onori.
Mr. Parker.
Sir Richard Snedden.
Mr. Tata.
Mr. Waline.
Mr. Yllanes Ramos.

Workers' group:
Mr. Ahmad.
Mr. Ambekar.
Mr. Botherbeau.
Mr. Faupl.
Mr. Nielsen.
Mr. Pequeno.
Mr. Richter.
Sir Alfred Roberts.
Mr. Sánchez Madariaga.
Mr. Ben Seddik.

The following regular representatives were absent:

Government group:
France: Mr. Ramadier.
Peru: Mr. Cisneros.¹
Philippines: Mr. Bocobo.

Employers' group:
Mr. Campanella.
Mr. Díaz Salas.

Workers' group:
Mr. Monk.

The following deputy members, or substitute deputy members, were present:

Government group:
Argentina: Mr. Pico.
Australia: Mr. Arnott.
Denmark: Mr. Dreyer.
Morocco: Mr. Feraa.
Portugal: Mr. Ribeiro da Cunha.
Switzerland: Mr. Kaufmann.
Thailand: Mr. Vanikkul.
United Arab Republic: Mr. Kamei.
Uruguay: Mr. Pomes.

Employers' group:
Mr. Erdmann.
Mr. Fennema.
Mr. Kuntschen.
Mr. Machado Neto.
Mr. O'Brien.
Mr. Nasr.
Mr. Mautner-Markhov.
Mr. Végh-Garzón.
Mr. Isip.

Workers' group:
Mr. Becker.
Mr. De Bock.
Mr. Haraguchi.
Mr. Korte.
Mr. Kyriakopoulos.
Mr. Möri.
Mr. Sabroso Montoya.
Mr. Shita.

The following representatives of States Members of the Organisation were present as observers:
Bulgaria: Mr. Stoyanov.
Costa Rica: Mr. Donnadieu.

¹ Attended the Fourth Sitting.
There were also present:

Mr. KAHANY, Assistant Director-General.
Mr. BLANCHARD, Assistant Director-General.
Mr. AMMAR, Assistant Director-General.
Mr. YALDEN-THOMSON, Assistant Director-General.
Mr. RAO, Assistant Director-General.
Mr. MOWAT, Treasurer and Financial Controller.
Mr. RENS, Deputy Director-General.
Mr. MORA, Director-General of the International Labour Office.
Mr. AMONOO, accompanying Mr. PICO.
Mr. BRAVA CARO, accompanying Mr. LUCIO.
Miss BUDISICHOWSKY, accompanying Mr. JOSZ.
Mr. CATALANO, accompanying Mr. TENVJORD.
Mr. de CURTON, accompanying Mr. HAUCK.
Mr. DE LONG, accompanying Mr. LODGE.
Mr. DUDLEY-MARTIN, accompanying Mr. GOROSHKIN.
Mr. DUNNING, accompanying Sir Alfred ROBERTS.
Mr. ERNST, accompanying Mr. CLAUSSEN.
Mr. FRANZ, substitute for Mr. SOTO.
Mr. GELLER, substitute for Mr. CLAUSSEN.
Mrs. GILON, substitute for Mr. JOSZ.
Mrs. GIRARD, accompanying Mr. HAUCK.
Mr. GOULET, substitute for Mr. HAYTHORNE.
Dr. HAFEZI, accompanying Mr. P. BERTRAND.
Mr. HAIGHT, accompanying Mr. ROYER.
Mr. HANDEL, accompanying Mr. ERBAN.
Mr. HEIDER, accompanying Mr. RICHTER.
Mr. von HOLTE, accompanying Mr. BERGENSTROM.
Mr. HULINSKY, accompanying Mr. ERBAN.
Mr. KHIJHUNI, accompanying Mr. GOROSHKIN.
Mr. KITAMURA, accompanying Mr. OSIMA.
Mr. LEE, substitute for Mr. YU.
Mr. LUKER, accompanying Mr. SPINELLI.
Mr. LYSIKOV, accompanying Mr. GOROSHKIN.
Mr. MAHER, accompanying Mr. ROSSETTI.
Mr. MAINWARING, accompanying Mr. HAYTHORNE.
Mr. MALIKOV, accompanying Mr. GOROSHKIN.
Mr. MERMILLOD, accompanying Mr. WALINE.
Mr. PALTHEY, accompanying Mr. SPINELLI.
Mr. PELISSON, accompanying Mr. HAUCK.
Mr. PELLINKHOF, accompanying Mr. JOSZ.
Mr. PEREIRA, accompanying Mr. de LA FUENTE LOCKER.
Mr. POSTERARO, accompanying Mr. AGO.
Mr. PURPURA, substitute for Mr. AGO.
Mr. RAYN, substitute for Mr. DREYER.
Mr. ROBERTSON, accompanying Mr. ROSSETTI.
Mr. ROWELL, accompanying Mr. LODGE.
Mr. SAINTIGNY, accompanying Mr. WALINE.
Mr. SCHLOTFELDT, accompanying Mr. ERDMANN.
Mr. SIMONS, accompanying Mr. ROSSETTI.
Rev. Father STOKMAN, accompanying Mr. JOSZ.
Mr. TAFT, accompanying Mr. HAYTHORNE.
Mr. TANIKAWA, accompanying Mr. MISHIRO.
Mr. THOMAS, accompanying Mr. CLAUSSEN.
Mr. TOKUSHI, substitute for Mr. OSIMA.
Mr. VANEK, accompanying Mr. GOROSHKIN.
Mr. VERMEULEN, accompanying Mr. von ARNIM.
Mr. WEINER, accompanying Mr. LODGE.
Mr. YAISH, accompanying Mr. KAHTEN.
Mr. ZEMPEL, substitute for Mr. LODGE.
Mr. ZOFKA, accompanying Mr. PATTEET.
OPENING OF THE SESSION
The Chairman welcomed members, in particular those attending the Governing Body for the first time.

FIRST ITEM ON THE AGENDA
Approval of the Minutes of the 143rd Session

Mr. Waline said that the remarks of the Director-General, contained in the minutes of the Fourth Sitting of the 143rd Session, page 32, to the effect that at no stage of the controversy had the Employers' group questioned the right of employers from the Eastern European countries to vote in plenary session, might give rise to a misunderstanding. The fact was that whenever they had been able to do so the Employers' group had objected to providing the Employers from the Eastern European countries. They were now debarred from doing so by the Standing Orders. However, in the view of the Employers' group, the Communist employers could not be regarded as free and independent of their governments, whether in committee or in plenary Conference.

Mr. Arnott drew attention to an inaccuracy in the remarks of Mr. Monk, as reported in the draft minutes of the Fourth Sitting of the 143rd Session. The Australian Government had not voted in favour of the Equal Remuneration Convention, 1951.

Sir Alfred Roberts pointed out that it was not possible to correct the record of a remark which had been correctly reported. There could, however, be no objection to the Office stating the facts in a footnote.¹

¹ With the agreement of Mr. Monk, the reference to the Australian Government was deleted from the final text of the minutes. See Minutes of the 143rd Session of the Governing Body, Fourth Sitting, p. 33.

Subject to the insertion of the corrections received, the Governing Body approved the minutes of the 143rd Session.

SECOND ITEM ON THE AGENDA
Proposed International Institute for Labour Studies

Mr. Claussen congratulated the Director-General and the consultative group on the clear way in which the final document set out the conception of the Institute and the details of its establishment, financing and future work. The Federal German budget for 1960 included a provision of more than 3 million marks as a contribution towards enabling the Institute to start work as soon as possible.

If the Organisation's basic standard-setting activity and its subsequent and expanding work in the field of technical assistance were to be pursued successfully, a body along the lines of the proposed Institute was necessary. It was clear that those with responsibilities in the labour and social security fields needed facilities for the exchange of views and experience additional to those provided by I.L.O. meetings. The Institute would provide such facilities. While the details of the Institute's work would still remain to be discussed, at this stage two main activities should be considered. The first would be study groups to initiate younger participants into international economic and social policy and the other would be round-table conferences for those in administrations, trade unions and undertakings who had already acquired wide experience in social fields. At the beginning it would not be desirable to provide a large teaching staff, but rather to invite eminent persons from the scientific and practical spheres. Nor should the permanent administrative staff of the Institute be larger than was strictly necessary. Another task of the Institute would be to collect documentary and teaching material and undertake research activity.

The Federal German Government, therefore, agreed with the proposed organisation of the Institute as set out in the document. It was particularly happy that the financing of the Institute was to be entirely separate, through an endowment fund. While $65,000 had been included in the current budget of the Organisation to cover the first phase of the Institute's work, thereafter the general rule should be that the Institute derived its resources from the separate endowment fund. He supported the suggestion that the work of the Institute should be launched when the endowment fund reached $5 million.

The standing view of the Federal German Government that the objects to which the I.L.O.'s expenditure was devoted should be selected with great care was not altered by its proposed gift to the endowment fund, as it considered the Institute to be a most useful supplement to the I.L.O.'s own activities at the present time. It was impossible to
Mr. Barboza-Carneiro welcomed the present proposals as the outcome of an idea which had been initiated by the Director-General and carefully thought over. At a time when rapid technological change was transforming the structure of industry and agriculture, creating new social and economic problems, the I.L.O. needed this new piece of machinery to enable it to relate itself to the new conditions and teach them both to workers and to employers. It was particularly necessary because of the great upsurge of new nations, which could benefit from the experience of those which were already scientifically and industrially advanced. The desire to assist the underdeveloped nations did honour to the western world, and some means had to be found to understand their aspirations and seek ways of satisfying their new needs.

The purposes of the Institute as a centre for the exchange of ideas among people of different cultures and origins, for research in the social field and for the promotion of educational activities in the world of labour were in accord with the principles expressed in the Preamble to the Constitution and in the Declaration of Philadelphia, expressly mentioned in article I of the proposed resolution. It was thus clearly stated that the same objectives which guided the I.L.O.'s work would guide those responsible for the new Institute. Similarly, the administrative structure of the Institute, as described in article II, was perfectly adjusted to that of the I.L.O. While the Institute must have a certain independence, its limits were clearly defined. He welcomed the provision for systematic co-operation with the United Nations Educational, Scientific and Cultural Organisation and the United Nations. The Brazilian Government attached importance to there also being close co-operation with regional institutions for the study of social and, in particular, of labour problems.

While it was provided that the Institute should be financed from a separate fund, the rules for the constitution of that fund remained flexible, and depended on voluntary decisions. The fund would thus be an expression of international assistance, of which Mr. Clausen's announcement was a happy augury. Once the decision to establish the Institute had been taken, however, much hard work and perseverance would be necessary before it could become a living reality. He was sure that this would be forthcoming, as a counterpart to the enthusiasm, ingenuity and faith of the Director-General, which had brought the idea into being.

Mr. Kaufmann said that the Swiss Government supported the draft resolution, in the belief that the Institute would meet a real need. All countries would be able to benefit from it, particularly those in course of economic and social development. The Swiss Federal Council had decided that the Confederation was, in principle, willing to participate in financing the Institute, in accordance with arrangements still to be determined. As the host country of the I.L.O., Switzerland would be able to grant the Institute, its staff, and the persons coming to work in it the necessary facilities, under the agreement between the Swiss Federal Council and the International Labour Organisation governing the legal status of the I.L.O. in Switzerland. The Government would also guarantee the Institute the freedom to teach without which it could not properly carry out its scientific activities.

Mr. Yllanes Ramos, speaking in his personal capacity, expressed the concern which he had felt when faced with the original vague and ill-defined draft. He had feared that it might result in the I.L.O. surrendering one of its own activities to an institute which might not be helpful to it, and might even have become a rival. The new version of the draft resolution allayed those misgivings. It provided for a useful piece of international machinery, with practical objectives which could prove a dynamic factor in the life of the I.L.O. The main changes between the two drafts were important. First, article I now specifically provided that the Institute would be guided by the clearly defined principles of the I.L.O. Constitution and the Declaration of Philadelphia. In the same article the definition of the Institute's methods of work ensured that it would complement the I.L.O.'s activities. Secondly, the final version of article II now laid a definite responsibility on the Governing Body to approve the Institute's programme and provided for a majority of Governing Body members on its Board. The Advisory Committee, provided for in article III, would be an extremely useful body. Article IV now satisfactorily defined the responsibilities of the Director, and ensured that he would be appointed after consultation of the Officers of the Governing Body. It should never be forgotten that, in the last resort, the worth of the Institute would depend on the personal qualities of the people who ran it. He welcomed the requirement that the Director should report to the Board, and be responsible to the Director-General of the International Labour Office; this ensured proper links with the Governing Body and a direct chain of responsibility. In the matter of financing, the present proposed provisions ruled out any possibility of conditional gifts which might have been detrimental to the I.L.O.'s international activities.

His original misgivings had been entirely removed, and he supported the present proposals, being convinced that the Institute so conceived would contribute to social peace.

Mr. Lodge said that the United States Government wholeheartedly supported the establishment of the Institute and congratulated the Director-General on his initiative. The Institute would afford a unique opportunity for those working in the field of labour, particularly in the newly developing countries, to exchange experiences, to study the more effective methods of handling labour problems, and to appreciate fully the significance of collective bargaining and labour-management relations for the establishment of democratic societies and the raising of living standards. In assisting leaders in the field of labour, management and government to reach a better understanding of the problems with which they were faced, and in disseminating techniques of relationships between men, the Institute would contribute to the betterment of mankind and the foundation of lasting peace.

He welcomed the revisions to the original text of the draft resolution, which would enable the Governing Body to guide the Institute's activities without smothering its initiative or its academic independence. It was provided that the Director and Board of the Institute would be responsible for preparing and executing the programme, but it was
wisely stipulated that the programme was to be communicated regularly to the Governing Body for review and approval. His Government was also happy that, while providing for an endowment fund, the regulations also allowed for the possibility of support for the Institute through the I.L.O.'s regular budget. He congratulated the Government of the Federal Republic of Germany for its generous contribution and regretted that he could not follow suit on behalf of his own Government, which would find great difficulty in contributing directly to the fund, but would consider sympathetically proposals in the regular I.L.O. budget for the support of the Institute.

The Secretary of Labor of the United States who had, at the last session of the Conference, spoken in favour of the Institute, had asked him to reaffirm his support and express his satisfaction that the initiative had come to fruition.

Sir Alfred Roberts recalled that in a previous discussion the Workers' group had supported the establishment of the Institute; it wholeheartedly approved the proposed draft resolution.

Mr. de la Fuente Locker said that the Peruvian Government warmly supported the Director-General's proposal for the establishment of the Institute, which in countries in course of technical development, such as Peru, would contribute to a better understanding between management and labour and to the training of leaders capable of solving the problems created by world population growth and its economic and social consequences. The research centre would study the labour problems of each country and train people to meet the various needs which arose. The Peruvian Government hoped to contribute to the best of its ability to the success of the Institute, which would be a factor making for social balance and progress.

Mr. Erbari said that there was urgent need to develop scientific work on, and study of, problems of social policy in the international field. The need for the Institute arose above all from the development of the I.L.O.'s operational activities and the Czechoslovak Government, in principle, supported its establishment.

For the Institute to be able to carry out its task there must be respect right from the very beginning for the existence of two different economic and social systems in the world. He hoped that the Director-General would ensure that the Director and members of the Board and Advisory Committee would be fully objective and impartial. If this were done, the Institute could count on the appreciation of the Federal Republic of Germany for its generous contribution. He hoped that the French Government for its generous contribution. He hoped that the French Government would prepare plans for the work of the Institute, particularly with regard to the study of problems of full employment, social security and the social and economic aspects of discrimination in employment. The Institute should also become a documentation centre, as had been suggested by the representative of the Government of the United Arab Republic at the 142nd Session (May-June 1959) of the Governing Body. The Czechoslovak Government would submit its own outline of work for the Institute and would do all it could to make available its most eminent specialists in the scientific field.

The administrative staff of the Institute should be kept down to the minimum and all duplication with the I.L.O.'s activities avoided. With regard to financing, it was essential to safeguard the independence of the Institute and reject any gift carrying conditions which might influence its work. Article VIII of the draft resolution was dangerous in this respect.

He asked what would be the exact relationship between the Board, which would prepare the programme of the Institute, and the Advisory Committee, which would advise the Director on programme questions. He also asked the Director-General whether he intended to take any action in implementation of article VIII of the draft resolution before the forthcoming session of the Conference.

He also suggested that the Director-General should communicate the decisions taken by the present session of the Governing Body to the governments of all States Members, inviting them to forward their observations on the proposals so that they could be taken into account before the actual establishment of the Institute.

Mr. Hauck said that the French Government warmly supported the draft resolution. He recalled that, while Albert Thomas had recognised the need for an educational and research establishment linked to the I.L.O., the idea had been realised only thanks to the present Director-General. The French Government, which for some years past had been making great efforts to develop workers' education, supported the establishment of the Institute because it recognised that in a world in course of rapid transformation it was most important to ensure the education of the workers and of trade union leaders, without which there could be no independent trade unionism and social freedom, and, in particular, no freedom of association.

The Institute could not penetrate deeply into the life of each member country, nor must it take over the preponderant responsibility of trade union organisations for the education of the workers, but it could be of considerable assistance to workers' organisations and to the authorities in organising the training on which social progress depended. This was particularly true of the new countries in Africa and Asia which were beginning to industrialise and undergo economic and social change, faced with social problems, and needed strong trade union organisations which could take an active part in national development.

The general public would certainly tend to regard the Institute's publications as coming from the I.L.O.; hence it was very important that a close link had been provided between the Institute's organs and the Director-General and Governing Body of the International Labour Office. The provision for independent financing through an endowment fund was a happy one, and he congratulated the Government of the Federal Republic of Germany for its generous contribution. He hoped that the French Government might later be associated in a practical way with the establishment and development of the Institute, and that States Members would compete
in generosity in this field. He recommended the Governing Body to take the decision to establish the Institute without delay and was certain that the Conference would applaud such a decision. He expressed the hope that the Institute would be a point of departure for new I.L.O. activities which would enable the Organisation to preserve the position that it had always held in the world.

Mr. Bergenström said that, in view of the recognised urgency of the problem, he would support the establishment of the Institute. He was grateful to the Director-General and members of the consultative group for having improved the original version of the draft resolution, in particular by the insertion in paragraph 1 of article I of the reference to the objectives set out in the Preambles to the Constitution of the I.L.O. and in the Declaration of Philadelphia. He regretted, however, that the problems to be dealt with by the Institute had not been more clearly defined and that greater guarantees of financing had not been obtained. He hoped that there would be no overlapping of activities or conflicts of competence between the Institute and the International Labour Organisation itself or the United Nations, U.N.E.S.C.O., the European Productivity Agency and other universities and institutes dealing with similar matters. He also hoped that the administrative structure of the I.L.O. would not be complicated by the creation of the Institute.

It was essential that the Institute's activities should be directed to assisting the underdeveloped and industrialising countries, which were faced with problems needing urgent solution. His support for the establishment of the Institute was conditional upon this being done.

Mr. Waiine supported the draft resolution, but pointed out that the support of his colleagues in the Employers' group was given with different degrees of enthusiasm, having regard to the fact that, notwithstanding all the provisions included in the text, the worth of the Institute would in the last resort depend on the people who had to apply the regulations. For this reason he stressed, first, that the Board of the Institute, the majority of whose members would be representatives of the Governing Body, should be kept constantly informed, and have real influence, on the operations of the Institute. Secondly, as had been pointed out by various members of the Governing Body, particularly Mr. Barboza-Carneiro and Mr. Bergenström, the Institute must not lay down doctrines, for instance in such matters as industrial relations, for uniform application throughout the world. Nonetheless, since the Institute was under the patronage of the I.L.O., which was responsible for its operation, it must apply the principles of the freedom and dignity of man set out in the Constitution and the Declaration of Philadelphia and specifically referred to in the first two paragraphs of the introduction to the draft resolution. He agreed that the Institute should cooperate with regional institutes dealing with the same problems throughout the world, but always on the condition that it respected the essential principles he had already mentioned. While the predecessors of the present Director-General might have had in mind something similar to what was now proposed, the realisation of the idea was entirely due to the present Director-General.

Mr. de Castro said that the Philippine Government supported the establishment of the Institute, which would be of benefit to the less developed countries, and congratulated the Director-General on his initiative. He suggested that it should be made quite clear that contributions to the endowment fund were voluntary, since many States Members might have difficulty in making substantial contributions to the fund which, according to the Director-General's suggestion, must reach a minimum of $5 million before the programme could be launched.

Mr. Rossitti welcomed the degree of unanimity so far expressed from all three groups in favour of the establishment of the Institute, which the United Kingdom Government also supported. He congratulated the Director-General and the consultative group. The improvements introduced in the original version of the draft resolution had achieved the right balance between the need for the new Institute to be free to control its day-to-day activities and the desirability of regular supervision of its progress by the I.L.O.

On points of detail, to avoid unnecessary repetition, he suggested, first, the deletion in paragraph 7 of article II of the reference to the Institute's programme which, under paragraph 1 of the same article, had to be submitted to the Governing Body for endorsement. Secondly, he hoped that the provision in article V to the effect that the staff of the Institute would form part of the staff of the International Labour Office would not detract from the separate financing of the Institute. In connection with paragraph 4 of article VI, he asked whether a member of an appropriate organisation might be allowed to benefit from the advantages of the Institute on a fee-paying basis.

Mr. Goroshkin said that the U.S.S.R. Government supported the establishment of the Institute, which could contribute to improving the research work of the I.L.O. and to a better understanding of labour problems and of the methods used in different countries. However, the draft resolution should more clearly define the tasks of the Institute; its principal objective should be, first, to evolve means of improving the conditions of the workers. Secondly, the problems which it would study should be more clearly defined. It should carry out objective studies of labour problems, including the rights of the workers in matters of employment and unemployment, the reduction of hours of work, the social implications of automation, discrimination in employment, the work of women and young people, social security and other such important questions. These were problems which were of the greatest concern to workers and governments, and the Institute could contribute towards finding effective solutions to them. To enable the Institute effectively to assist the developing countries, specific provision should be made for the training of specialists in industry and agriculture. In its research work the Institute should base itself on the work done by the I.L.O. and by the various national institutions dealing with labour problems. All views should be taken into account and solutions based on preconceived ideas should be avoided. The financing of the Institute should be ensured in such a way as to guarantee its complete independence. Finally, as Mr. Erban had proposed, the governments of all States Members should be asked to forward their views on any decisions taken at the present session of the Governing Body.

Mr. Kamel supported the establishment of the Institute and thanked the Director-General for having taken into account his own suggestion that
Mr. Haythorne said that the Canadian Government welcomed the progress made in developing the plans for the Institute and supported its establishment. He expressed his appreciation to the Director-General and the contact group for the present draft text. The two most important aspects of the work of the Institute would be research, on the one hand, and seminars and study conferences on the other. The latter would be of particular importance for the technical assistance provided by the I.L.O. and in co-operation with specialised agencies, in that they would contribute to the better preparation of the experts providing assistance to the developing countries and to more systematic instruction for the experts providing assistance to the developing countries and to more systematic instruction for the experts providing assistance to the developing countries and to more systematic instruction for the experts providing assistance to the developing countries.

With regard to the actual text of the draft resolution, it would be desirable specifically to mention the technical assistance provided by the I.L.O., and in co-operation with specialised agencies, in that they would contribute to the better preparation of the experts providing assistance to the developing countries and to more systematic instruction for the experts providing assistance to the developing countries. The Institute should provide a stimulus for basic research both at the international level and in the various member countries, and by other appropriate agencies. It would be desirable for the Institute to be started on a relatively small scale and to grow gradually as it gained experience. On the other hand, it did not seem necessary to refer the proposal back to governments, as had been suggested by Mr. Erban, since it had been fully considered by the Governing Body, which was responsible for reaching a conclusion on this important matter.

Mr. Yū expressed his Government's support for the establishment of the Institute, which would no doubt give fruitful results. The main social problems arose from the lack of balance between the development of the applied sciences and that of the social sciences. For that reason, when the Charter of the United Nations was being drafted, his Government had advocated a joint effort to ensure peace through education and had therefore supported the establishment of U.N.E.S.C.O. The Institute was now being set up by the International Labour Organisation to study and seek remedies for social problems should not be merely a documentation centre, but rather a laboratory originating the initiatives which the world needed. The Institute should carry out its activities with a view to promoting social justice through the I.L.O.'s international instruments and should not be controlled by persons or groups advocating ideas contrary to the supreme aim of the Organisation. If its programmes were worked out with this purpose in mind, governments and individuals would surely contribute to ensuring the Institute's founding. In this connection he congratulated the Government of the Federal Republic of Germany for its generous contribution.

Mr. Merani said that the Government of India enthusiastically supported the establishment of the Institute and expressed the hope that it would be something of which the Director-General, to whose initiative it was due, and all those present, would be proud, and from which the workers of the world would derive benefit. He thanked the Government of the Federal Republic of Germany for its donation.

Mr. Bravo Caro said that the Mexican Government, which had always defended the rights of the workers, as could be seen from the labour legislation which formed part of the Mexican Constitution, supported the establishment of the Institute. He congratulated the Government of the Federal Republic of Germany on its valuable contribution and expressed the hope that countries with a favourable balance of payments would follow this example.

Mr. Hamid Ali said that the Government of Pakistan welcomed the move to set up an International Institute for Labour Studies which would bring together people with intimate knowledge of the problems in various countries. The establishment of the Institute was of particular importance for the underdeveloped countries, which had a growing need for a better knowledge of labour affairs. In this connection, in preparing its programme the Advisory Committee should keep in mind the needs of such countries. Similarly, the staff of the Institute should include persons with practical knowledge of the difficulties of the countries in course of development. Finally, he hoped that the Director-General would be able to solve the linguistic problems, which sometimes lessened the benefits that might be obtained from such institutes.

Mr. Isiip congratulated the Director-General on his initiative and supported the establishment of the Institute, which would contribute to the promotion of workers' education and of productivity. He
suggested that the five members to be appointed to the Board of the Institute under paragraph 2 (c) of article II of the Regulations should be selected from among persons with a knowledge of economics as well as of educational and labour problems, and that economics should also be listed in article III, paragraph 2 (f) among the fields from which specialists would be appointed to the Advisory Committee.

He asked whether persons from the management sector would be allowed to participate in the courses which might be offered by the Institute. If so, it would be desirable to make this clear in the explanatory note.

Mr. Ago reiterated the unreserved support of the Italian Government for the establishment of the Institute. While it had been wise to emphasize its educational function in the resolution, education being one of the means of achieving the I.L.O.'s objectives, it should not be forgotten that the Institute should devote itself essentially to research. Hitherto there had been few facilities available for research into social and labour problems, and the results achieved in this field lagged behind those of other branches of the social sciences. He therefore suggested that, in drawing up the Institute's programme of activities, the Director-General bear particularly in mind activities in the field of scientific research, which by their very nature must be completely objective. It was every day more apparent that progress in scientific research was fundamental to all human advance and he hoped that the scientific activities of the Institute would in practice bring many benefits making for justice and social peace.

The discussion was adjourned to the next sitting.¹

DECLARATION OF LOYALTY BY MRS. FIGUEROA, ASSISTANT DIRECTOR-GENERAL

The Chairman announced that Mrs. Ana Figueroa, on entering on her duties as Assistant Director-General of the International Labour Office, would make the Declaration of Loyalty prescribed in article 4 of the Staff Regulations.

Mrs. Figueroa made the Declaration of Loyalty prescribed in article 4 of the Staff Regulations.

The Chairman congratulated Mrs. Figueroa and, on behalf of all the members of the Governing Body, wished her success in her new duties.

MESSAGE OF SYMPATHY TO THE GOVERNMENT OF MOROCCO

Mr. Hauck said that news had just been received that a serious earthquake, accompanied by a tidal wave, had destroyed 75 per cent. of the European town and 90 per cent. of the Moroccan town of Agadir, causing many deaths. He proposed that the Governing Body should send a message to the Government of Morocco expressing its sincerest solidarity and sympathy with the Moroccan people.

Mr. Feraa thanked all members of the Governing Body, and in particular Mr. Hauck, for the initiative which he had taken in proposing a message of solidarity. The disaster which had occurred in Agadir and the consequent suffering were now added to the health problems which his country was already facing as a result of the distribution of adulterated cooking oil, and which had also given rise to a movement of solidarity among all countries.

The Chairman thought that it would be the wish of members of the Governing Body that a message should be sent, and thanked Mr. Hauck for his initiative.

It was so decided.

The sitting closed at 1.05 p.m.

Ernst Michanek.

¹ See below, Minutes of the Second Sitting, pp. 17-19.
MINUTES OF THE SECOND SITTING

(Tuesday, 1 March 1960—3.30 p.m.)

The Governing Body was composed as follows:

Chairman: Mr. Michanek.

Mr. Agô, Mr. Ahmad, Mr. Ambekar, Mr. Barboza-Carneiro, Mr. Bergenström, Mr. Bothereau, Mr. Bravo Caro, Sir Lewis Burne, Mr. Clausen, Mr. Erbsan, Mr. Erdmann, Mr. Faupl, Mr. de la Fuente Locker, Mr. Ghayour, Mr. Goroshkin, Mr. Hamid Ali, Mr. Hauck, Mr. Haythorne, Mr. Heinrici, Mr. Josz, Mr. Lodge (replaced during part of the sitting by Mr. Zempel), Mr. Merani, Mr. Mishiro, Mr. Mochi-Onori, Mr. Nielsen, Mr. Oshima, Mr. Pequeno, Mr. Richter, Sir Alfred Roberts, Mr. Rossetti, Mr. Sánchez Madariaga, Mr. Ben Seddik, Sir Richard Snedden, Mr. Soto, Mr. Tata, Mr. el Uomari, Mr. Waline, Mr. Yllanes Ramos, Mr. Yc.

Absent: Mr. de Castro.

SECOND ITEM ON THE AGENDA

Proposed International Institute for Labour Studies (concl.)

Mr. el Uomari said that the revised draft resolution clarified the purposes of the Institute and removed initial misgivings as to possible duplication with the work of the I.L.O. The Government of Iraq supported the establishment of the Institute as now defined. Underdeveloped countries in process of industrialisation should receive particular attention from the Institute, to assist the governments concerned in evolving effective policies on an informed basis to meet new problems. He expressed appreciation of the Director-General's efforts to promote the creation of the Institute.

Mr. O'Brien said that while he did not oppose the establishment of the Institute, there was some question in his mind as to whether the money involved could not have been better spent on aiding existing universities to establish or develop faculties in which the residents of the various countries could study on the spot the labour problems of their own environment. He could name at least two countries in which such faculties already existed. In discussion with representatives of some of the countries which the Institute was intended most to benefit, he had found sympathetic appreciation of this approach, and he felt that the method he had suggested might have been a more realistic way of pursuing the objectives which the Director-General had in mind. Perhaps it was not too late to examine this suggestion.

Mr. Soto said that the Chilean Government enthusiastically supported the establishment of the Institute, which would do much to promote the ideals on which the International Labour Organisa-

1 See above, Minutes of the First Sitting, pp. 11-16.
made could be recorded for further reflection as the Institute gathered experience, and that they would not press for amendment of the draft resolution at this stage. All the points raised during the discussion had been previously examined by the consultative group, and the text now proposed embodied many compromises resulting from long and arduous consultation. Although it was true, as Mr. Waline had said, that the different members of the Governing Body had given their agreement with varying degrees of emphasis, the unanimity of support was encouraging and he hoped that it was a good omen both for the Institute, at the end of this first phase, and for the achievement of the wider objectives of the I.L.O. itself.

He asked Mr. Claussen to convey to the Government of the Federal Republic of Germany the appreciation of the members of the Governing Body and of himself for the contribution which it was making to the endowment fund. The offer had come spontaneously from the Government without any solicitation on his part and it had been made clear that the grant had no conditions attached to it.

He also requested Mr. Kaufmann to convey to the Swiss Government the gratitude of the Governing Body and of himself for the very important statement Mr. Kaufmann had made conveying the support of his Government, and its agreement in principle to participate in the financing of the Institute and to provide the Institute and its staff with the facilities that they would require in the performance of their work.

In reply to Mr. Barboza-Carneiro, the position with regard to the property to the north of the Office grounds, known as "Les Fougères", in which it was intended to house the Institute until the property might be required by the I.L.O. for other purposes, was as follows. In November 1957 the Governing Body had authorised the purchase of the property by the I.L.O. provided that negotiations with the present owners resulted in a proposal satisfactory to the Governing Body. The present owners, "La Société générale pour l'industrie", had acquired the property from Professeur Rappard in April 1957 with the intention of building a hotel on it. The Director-General had at that time already informed the cantonal and municipal authorities of the I.L.O.'s interest in the property, and that it represented the only possibility for the future expansion of I.L.O. premises. The authorities had assured him that they would make every effort to ensure that the I.L.O. would acquire the property, and the "Société générale" had stated that it would make the site available to the I.L.O. as soon as it had found another for the projected hotel. As a result of further inquiries which he had recently made, he had received a letter on 23 February 1960 from the head of the Department of Public Works of the Canton of Geneva confirming the understanding that the I.L.O. could take possession of the property when needed and assuring him that the Geneva authorities attached the greatest importance to the Office's plans concerning it and were following with the greatest attention all developments in this connection. It was, therefore, clear that when arrangements for the Institute had been finalised it would be possible for it to start functioning in the adjoining property. He was sure that the Governing Body would wish him to convey its appreciation to the local authorities for their valuable co-operation and assistance in this matter.

He would deal next with a number of points raised by Mr. Erban and others. First, it was clearly intended that the Institute should follow developments in the social field from an objective and scientific standpoint and that its personnel should carry out their work with full objectivity. This was basic and beyond question. Secondly, it was also fully intended that the Institute should work closely with the other organisations in the United Nations family, as with every other relevant technical body in appropriate circumstances. Provision had been made for this in the draft resolution. Thirdly, he did not envisage anything more than preparatory work being carried out before the Conference met in June 1960. Fourthly, concerning the consultation of governments before operations were started, it was proposed that the resolution, when adopted by the Governing Body, should be transmitted to the Conference so that it could take note of the establishment of the Institute and the arrangements for its work. In addition, he would, as a practical measure, inform all governments of the Governing Body's decision and any comments they might make would be taken into account in the normal way by the machinery established in the further development of the Institute's programme. As Mr. Haythorne had pointed out, however, it was the Governing Body that was taking the decision under its normal executive powers and that decision would be noted by the Conference. Fifthly, with regard to the relations between the Board and the Advisory Committee of the Institute, he could not see any conflict between the two organs. The Advisory Committee would help the Director to prepare his programme proposals and curriculum; those proposals would then be submitted to the Board, to be worked into the Institute's programme. Consideration might possibly be given in the future to the desirability of the two bodies occasionally meeting at the same time.

In reply to Mr. Bergenström, he confirmed that the main purpose of the Institute's activities would be to help the underdeveloped countries. He believed that Mr. Bergenström agreed with the definition of the problems which would be treated by the Institute; the further refinement of objectives would have to be worked out by the Director and the Advisory Committee. In any case, the programme when prepared would come before the Governing Body itself for consideration and endorsement. In addition, an annual report on the Institute's activities, and its budget proposals, would also come before the Governing Body. Naturally, in reply to questions raised by Mr. Bergenström and others, he would take the necessary steps to avoid duplication of activities, and when he had worked out the machinery for ensuring this, suggestions for improvement could be made by the Governing Body.

He thought that the point raised by Mr. de Castro was met by paragraph 18 of the Office document.

As regards the points raised by Mr. Rossetti, paragraph 1 of article V would definitely not affect the separate financing of the Institute. Although the possibility of the Institute's receiving paying students was not specifically covered by article VI, it was not excluded, and there would be no reason why such provision should not be made as the Institute developed. Having consulted with members of the consultative group, he would be grateful if Mr. Rossetti would agree not to press his suggested amendment to paragraph 7 of article II.

He appreciated Mr. Goroshkin's statement of support for the Institute, and hoped that he would not press specific amendments to the draft resolution. On the advice of the consultative group, the objectives
of the Institute had deliberately not been defined in detail, so as to allow flexibility as the programme developed. When the time came, the programme would be laid before the Governing Body for consideration and approval. Clearly, all the matters of social policy specifically mentioned by Mr. Goroshkin must be dealt with either by the I.L.O. or by the Institute, whichever was found to be more appropriate. He repeated the assurance already given that the work of the Institute could not be influenced by the source of its funds.

In reply to Mr. Haythorne, it was clear that research, although not specifically mentioned in the draft resolution, would be a basic part of the Institute's work. Further, there would be nothing to prevent the work of the Institute developing on a regional basis, if required. The use of the I.L.O. library by the Institute was provided for and there would be no duplication. There would be nothing to exclude the participation of persons whose travelling expenses were being paid to Geneva for other purposes, and this could be specifically provided for if it seemed appropriate as the programme developed; it was a matter which would come before the Governing Body in its review of the Institute's projected programme. Finally, he hoped that Mr. Haythorne would not press his amendment to paragraph 4 of article III at the present stage. The provision for consultation of members of the Advisory Committee by correspondence had been included for reasons of economy but could be reviewed later.

In reply to Mr. Isip, it was clear that persons from the management side could participate in the work of the Institute. He hoped, on the other hand, that Mr. Isip would agree not to press his proposals for amendments to articles II and III designed specifically to mention economics as among the fields from which persons would be chosen for the Board and the Advisory Committee of the Institute. This possibility had been considered by the consultative group, and had not been pursued because other important disciplines would then also have had to be mentioned.

He assured Mr. Ago that research would be given due importance in the work of the Institute. Again, the Governing Body would have an opportunity of looking into this when the Institute's programme was before it.

Mr. O'Brien's point had in fact been considered, and although it had been decided to start with a central Institute rather than by stimulating local national activities, the latter would be an essential feature of the Institute's work at the appropriate stage. He agreed with Mr. Nasr's points, which would be taken into account as the Institute developed.

He paid tribute to the support of the Director-General of U.N.E.S.C.O. in promoting the establishment of the Institute and in working out its terms of reference; this augured well for an even more profitable relationship between the two Organisations in the future. He also thanked the Secretary-General of the United Nations who had from the beginning pledged his support for the Institute, and had given the I.L.O. his full co-operation during the preparatory work.

The representative of the Government of Belgium had asked him to inform the Governing Body that his Government warmly supported the Institute. In closing, he thanked Mr. Waline and all the other members of the consultative group for their help and assistance in reaching a final and generally acceptable formula.

Sir Alfred Roberts expressed once again the support of the Workers' group for the establishment of the Institute. If he had been brief, it was because the Workers' group intended to deal with the problems which would emerge in the course of running the Institute as such problems arose.

The Governing Body adopted the proposals in paragraph 27 of the Office document.

Third item on the agenda

Report of the Tripartite Subcommittee of the Joint Maritime Commission on Seafarers' Welfare

(Naples, 2-6 November 1959)

Sir Richard Snedden paid tribute to the hospitality and facilities provided for the meeting by the Italian Government and the Port of Naples authorities. All the decisions taken by the Subcommittee had been unanimous.

Mr. Morani associated himself with Sir Richard Snedden's remarks.

Mr. Ago thanked the previous speakers, whose kind appreciation he would convey to the appropriate authorities.

Mr. Pequeno proposed, on behalf of the Workers' group, that the proposals in the Office document be adopted by the Governing Body without further discussion.

The Governing Body adopted the proposals in paragraphs 5, 7 and 9 of the Office document.

The Chairman explained that the proposal in paragraph II was now out of date and called for no decision, the necessary action having been taken since the paper had been prepared.

Fourth item on the agenda

Report of the Committee of Experts on Statistics of Industrial Injuries

(Geneva, 3-10 November 1959)

Mr. Bergenström thought that it would be difficult for national authorities in many parts of the world to obtain reports on all non-fatal injuries, as defined in paragraph 20 of the Committee's report. In putting the recommendations of the Committee into effect, it might therefore be desirable to consider applying a more limited definition.

The definition of permanent disability given in paragraph 24 of the Committee's report might be too vague to permit of international statistical comparisons. It would therefore be preferable to amend it by, for instance, adding the words "of at least 10 per cent." after the word "impairment".

Mr. Waline said that the competent persons in France, whom he had consulted, thought that the formulae for the classification of accidents according to type of accident and according to agency, given in Appendices III and IV of the Committee's report, were not sufficiently precise, with the result that they might be interpreted in different ways in different countries, so that the statistics thus obtained would not be strictly comparable.
Mr. Rossetti said that the United Kingdom Government attached great importance to statistics of industrial injuries as a means of identifying the real causes of accidents, with a view to taking effective preventive action, both national and international. It proposed, therefore, to share fully in further work on this subject.

Mr. Pequeño said that the Workers’ group was perturbed that the Governing Body should be asked merely to take note of the report. Paragraph 7 of the Office covering note pointed out that the experts had suggested that the Governing Body might give consideration to the possibility of convening a meeting of specialists to open the way to an international uniform schedule of time charges for permanent partial disability; the experts’ suggestion was based on the difficulties impeding international comparability of severity rates, arising from the large number of different schedules now used for assessing permanent partial disability. The Workers’ group hoped that the Director-General would propose such a meeting as soon as possible, with a view, perhaps, to including such a question in the agenda of the International Labour Conference for the adoption of an instrument which would encourage standard legislation throughout the world for compensation for injured workers. In some countries injured workers received only a half or a quarter of their wages in compensation, thus making it impossible for them to support their families.

Mr. Zempel said that the United States Government thought that the Committee’s recommendations should be considered by the next International Conference of Labour Statisticians, particularly those relating to further work in the development of an international standard classification of injuries by type of accident and agency.

Mr. Merani said that the Indian Government attached considerable importance to this subject and would welcome the meeting suggested in paragraph 40 of the Committee’s report.

The Governing Body took note of the report of the Committee of Experts on Statistics of Industrial Injuries.

SIXTH ITEM ON THE AGENDA
Report of the Technical Meeting on Certain Aspects of Industrial Relations Inside Undertakings (Geneva, 10-12 December 1959)

Mr. Nielsen said that the Workers’ group attached particular importance to the part of the report dealing with dismissal procedures, which was the fourth item on the agenda of the Meeting. The material provided by the Office for discussion had been extremely interesting. Although it omitted any mention of the special Norwegian legislation on dismissal procedures, he hoped that this gap would be filled later. The Workers’ group was disappointed with the conclusions in paragraph 84 of the report, but recognised that the Meeting had been bound by its terms of reference. It would be for the Governing Body, therefore, to strengthen the conclusions. The Workers’ group believed, first, that the work which had been done so far should be continued by the preparation of a law and practice report. Secondly, the Workers’ group thought that it was not sufficient to authorise the Director-General to circulate the report, but that comments and further information should be asked for.

He therefore proposed the following amendments to the proposals in paragraph 3 of the Office covering note. Paragraph 3 (b) (i) should read:

To give wide distribution to the report and to the documentation prepared for the Meeting among interested circles, inviting comments thereon,

and a new subparagraph 3 (c) should be added, as follows:

To invite the Director-General to consider the inclusion of the subject of dismissal procedures in the list of items to be considered for the agenda of a future session of the International Labour Conference.

Mr. Waline pointed out that the views of the experts, although very interesting, represented the experience of only a small number of undertakings in a small number of countries, and that the situation was very different in other countries. In the interests of objectivity, it was therefore essential, since the report was to be given wide distribution, that the remarks in paragraph 8 should be drawn to the reader’s attention at the very beginning.

Further, he hoped that in taking account of the views expressed by the experts, as was proposed in paragraph 3 (b) (ii) of the Office document, the Director-General would constantly bear in mind that the views of the experts, although very interesting, represented the views expressed by the experts, as was proposed in paragraph 3 (b) (ii) of the Office document.

Mr. Tata stressed, first, that a different set of experts might well have reached different conclusions. The views of the Meeting therefore must not be put out as the views of the I.L.O. Secondly, industrial relations could not be legislated for; each country had its own peculiarities and must solve its own problems in the field. There should therefore be no attempt to treat the present conclusions as a blueprint for legislation, nor should the I.L.O. seek to adopt an international instrument on the subject.

Mr. Zempel thought that the Meeting had been a useful experiment in the right direction, and perhaps foreshadowed what might be done by the International Institute for Labour Studies. While it must be clearly recognised that the experts had spoken exclusively in their personal capacities and that the conclusions were in no sense I.L.O. conclusions, the final remarks of the experts, as expressed in paragraphs 84 and 85 of the report, would be valuable for consideration in appropriate circumstances.

Mr. Yllanes Ramos said that the report was very interesting as the outcome of a free exchange of views by certain persons competent in their own field. It was, however, no more than the record of the views expressed by the experts, as was proposed in paragraph 3 (b) (ii) of the Office document. He therefore proposed the following amendments to the proposals in paragraph 3 of the Office covering note. Paragraph 3 (b) (ii) should read:

To invite the Director-General to consider the inclusion of the subject of dismissal procedures in the list of items to be considered for the agenda of the International Labour Conference.

First, those who read the document would find in it much food for thought, but it would be quite improper, as had been proposed by the Workers’ group, to authorise the Director-General to circulate the report, but that comments and further information should be asked for.

He therefore proposed the following amendments to the proposals in paragraph 3 of the Office covering note. Paragraph 3 (b) (i) should read:

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with this report. Secondly, he failed to see how the Director-General could in practice take into account the views expressed by the experts, since these views were, in fact, nine different sets of opinions. He thus arrived at the conclusion that the only action which should be taken on the document was to give it wide distribution, but always with the proviso made by Mr. Waline. This did not mean that the document was not in itself valuable, but it must be borne in mind that it recorded an exchange of ideas among persons of good faith from different sectors, which involved no commitment; it represented the first step in the over-all analysis of very important aspects of labour-management relations.

Sir Alfred Roberts said that while it was true that the report recorded an exchange of views which had not been intended to lead to conclusions, there had been a remarkable degree of unanimity of view, which lent the report substance and importance. The report was also important because it was drawn from practical experience on the workshop floor and not from book knowledge. This kind of experiment should be continued. He could not agree with Mr. Yllanes Ramos's suggestion that the views expressed by the experts should not be taken into account by the Director-General; what was intended by the proposal was not that the Director-General should incorporate certain things from the report into the programme of the I.L.O., but that he should take the view of the experts into account when making proposals to the Governing Body for future action. At that time the Governing Body would have an opportunity of discussing whether such action should be taken or not.

All that Mr. Nielsen had proposed was that the subject of dismissal procedures should be given consideration as an item for the agenda of a future session of the Conference. This he fully supported.

Mr. Ghayour thought that the report recorded an exchange of views and information such as had been held during various sessions of the Conference, for instance on national labour departments and on labour-management relations, but on a much more restricted scale. The experts had spoken on their own behalf and committed neither their countries nor their organisations. The lesson to be drawn from the document was that in drafting international instruments account should be taken of the many different methods which might be applied in different countries and industries to arrive at the same end.

Mr. Erban said that he could not consider the report as acceptable.

Mr. Pequeno said that the Workers' group attached very great importance to the report. It was curious that Mr. Waline and Mr. Tata should have emphasised that the experts had spoken solely in their personal capacity, since among them were two Frenchmen and two Indians. One of the Indians, Mr. Pande, had actually come from Mr. Tata's own company, the Tata Iron and Steel Company. It was odd that Mr. Tata, after nominating an expert, should now express reservations about the views recorded in the report.

Mr. Tata said that he had no objection to the widest publicity being given to the report, which would provide much useful food for thought. He was concerned solely that it should not be regarded as embodying I.L.O. recommendations. Each country must draw its own conclusions from the recorded exchange of views.

Mr. Goroshkin opposed the distribution of the report.

Mr. Nielsen said that it was not correct that the report consisted solely of personal views. It was true that the experts had expressed such views, but, in the case of dismissal procedures, they had expressed them on the basis of the provisions of national legislation or collective agreements. The legislation and collective agreements which existed provided the basis for the law and practice report for which he had asked. The preparation of a law and practice report did not in any way prejudice whether there should be an instrument or what form the instrument should take.

Mr. Bergenström said, in reply to Mr. Nielsen, that the report itself, in many places, such as paragraphs 30, 31, 32, 35 and elsewhere, made it quite clear that it recorded an expression of opinions. Moreover, the persons who had expressed them represented a very limited number of countries.

Sir Alfred Roberts thought there was some misunderstanding. Mr. Bergenström was correct, but Mr. Nielsen was also correct, in that the experts had been provided with details of legislation and collective agreements on dismissal procedures in nine countries.

He suggested that the amendment proposed by the Workers' group, concerning the inclusion of dismissal procedures among the subjects from which the agenda of a future session of the International Labour Conference would be chosen, should be discussed on its merits.

Mr. Waline agreed that there had been misunderstandings. The report of the Meeting consisted of expressions of personal views, while the documentation prepared for the Meeting analysed legislation and collective agreements. The Workers' group was interested in this analysis, and wished the question of dismissal procedures to be placed on the agenda of the Conference on the basis of such an analysis. The Workers' group was perfectly entitled to ask the Director-General to take its wishes into account. He could not, however, agree that the Governing Body should take a decision on the desirability of including the question of dismissal procedures among possible Conference agenda items during its present discussion.

The Director-General said that he was already considering dismissal procedures as an item to be submitted to the Governing Body for consideration at a future date for possible inclusion in the agenda of the International Labour Conference. Perhaps it could be agreed, therefore, that no decision was necessary on this point.

Sir Alfred Roberts said that the Workers' group would be satisfied with this assurance.

Mr. Merani asked whether it was the usual practice in distributing a report of a meeting of experts to invite comments thereon.

The Director-General replied that past experience admitted of this procedure.

Mr. Waline emphasised the request of the Employers' group that paragraph 8 of the report should be highlighted when it was distributed.
The Chairman said that the Director-General had informed him that this point could be covered in the covering note accompanying the report.

Subject to the reservations of Mr. Erban, Czechoslovak Government representative, and Mr. Goroshkin, U.S.S.R. Government representative, the Governing Body—

(a) took note of the report of the Technical Meeting on Certain Aspects of Industrial Relations Inside Undertakings;

(b) authorised the Director-General—

(i) to give wide distribution to the report and to the documentation prepared for the Meeting among the interested circles, inviting comments thereon, and

(ii) to take account of the views expressed by the experts in the development of future I.L.O. activities.

The sitting closed at 6.10 p.m.

Ernst Michanek.
MINUTES OF THE THIRD SITTING

(Wednesday, 2 March 1960—10.10 a.m.)

The Governing Body was composed as follows:

Chairman: Mr. Michanek.

Mr. Agou, Mr. Ahmad, Mr. Ambekar, Mr. Barboza-Carneiro, Mr. Bergenström, Mr. Bothereau, Mr. Bravo Caro, Sir Lewis Burne, Mr. de Castro, Mr. Clausen, Mr. Erban, Mr. Erdmann, Mr. Faupl, Mr. Ghayour, Mr. Goroshkin, Mr. Hamid Ali, Mr. Hauck, Mr. Haythorne, Mr. Heinrici, Mr. Josz, Mr. Lodge, Mr. Merani, Mr. Mishiro, Mr. Mochi-Onori, Mr. Nielsen, Mr. Oshima, Mr. Peguano, Mr. Pereira, Mr. Richter, Sir Alfred Roberts, Mr. Rossetti, Mr. Sánchez Madariaga, Mr. ben Seddig, Sir Richard Sneeden, Mr. Soto, Mr. Tata, Mr. el Uomari, Mr. Waline, Mr. Yllanes Ramos, Mr. Yó.

FIFTH ITEM ON THE AGENDA

Report of the African Advisory Committee
(First Session, Luanda, 30 November—10 December 1959)

SEVENTH ITEM ON THE AGENDA

Committee of Experts on Social Policy
in North African Countries

The Chairman proposed that as the fifth and the seventh items on the agenda both concerned the activities of the I.L.O. in Africa they should be taken together in the general discussion. No action by the Governing Body was required on the seventh item on the agenda.

Mr. Bergenström, speaking as the Employer member of the Governing Body delegation to the African Advisory Committee, and on behalf of all the Employer members at that meeting, requested Mr. Ribeiro da Cunha to convey to the Portuguese authorities his sincere thanks for everything they had done to make the meeting a success. He also thanked the Office for all the efforts it had made to facilitate the work of the Committee, while regretting, nevertheless, that a fuller record of the debates was not available.

The Committee had held a very thorough exchange of views which clearly pointed up the special aspects of the problems confronting the region concerned. Its report recorded a substantial consensus of opinion on many important points, and he was convinced that more effective and practical results had been achieved than would have been the case if it had adopted, by a majority of votes, conclusions embodying only pious hopes, as happened all too often at I.L.O. meetings.

He stressed, as the Committee had done in paragraph 20 of the report, the importance of vocational and technical training at the present stage of African development, and drew attention to paragraphs 55 to 59 which contained a list of other questions which should be taken into consideration when drawing up the programme for future meetings. The views expressed in paragraphs 24 and 25 on the relation between general education and vocational and technical training were of particular value for persons concerned with educational matters. Paragraph 26 recorded the Committee's unanimous view that there should be equal opportunity for all to receive training, and in paragraph 32 it had struck the necessary balance between complete, full-length training and accelerated training. Finally, in paragraph 44, the Committee had stressed the fact that joint consultation procedures were not only possible but even more essential in Africa than elsewhere; it was also of the opinion that such consultation operated best where collective bargaining procedures were known and understood, and might have a positive influence on the development of strong and responsible trade unions.

He had been particularly impressed by the atmosphere prevailing during the discussions, and he felt sure that if the I.L.O. continued on the path on which it had set out, it would be able to make a worthy contribution to the development of Africa.

Mr. Möri, as the Worker member of the Governing Body delegation, associated himself with Mr. Bergenström's expression of thanks to the Portuguese Government and the Office. He was particularly glad that both the governments and the employers had recognised trade unionism as a force in being; if there were to be democratic evolution and progressive development in Africa, it would be necessary for the workers' organisations. The meeting had brought into prominence the immense complexity of the problems of the African Continent. Thanks to the goodwill shown on all sides, it had reached worthwhile conclusions on the two technical items on its agenda; first, joint consultation, which was only a rough-and-ready method which would have to serve until such time as organisations existed which could enter into collective bargaining and collective agreements; and second, vocational and technical training.

The Chairman, who had also attended the meeting, said that all members of the Committee had been impressed by the excellent arrangements made by the Luanda authorities and he expressed his gratitude to the Portuguese authorities. It had been encouraging to find that active co-operation between governments, employers and workers in conformity with the principles of the I.L.O. had already started in many areas of Africa, a continent with great needs and complex problems, but also with great resources; this was a promising background for the future work of the I.L.O. in Africa.

Mr. Ribeiro da Cunha expressed his appreciation of the kind words addressed to his Government for the welcome it had given to the African Advisory
Committee and in turn thanked the Governing Body for having accepted the invitation. As a faithful member of the International Labour Organisation since its inception, Portugal placed great hopes in the future work of the I.L.O. in Africa.

Mr. Rossetti associated himself with the thanks which had been addressed to the Portuguese Government and to the Office. He stressed the importance of proper organisation of the future work of the I.L.O. in Africa, for which the meeting offered the happiest of auguries. Two features had emerged with particular emphasis: first, the importance and urgency of the work that the I.L.O. could do towards preparing for the forthcoming Conference. Things were moving so fast in Africa that the I.L.O.’s work could be organised only on a short-term basis at the present stage.

Sir Alfred Roberts admitted that there was considerable merit in what Mr. Rossetti had said about the desirability of confining to a particular region the consideration of problems peculiar to that region. However, if the arguments for confining the African Regional Conference to the area south of the Sahara were sound, they would involve altering the whole of the I.L.O.’s arrangements for regional conferences. The fact was that States at very different levels of development participated side by side in the Asian Regional Conference and in the Conference of American States Members of the I.L.O. Hence the arguments that had been advanced did not seem well founded.

He recalled that during the discussion at the 42nd (June 1958) Session of the Conference on the resolution concerning the convening of the first African Regional Conference, he had already expressed himself in favour of convening a conference covering all the countries of Africa without exception. The most active supporters of the resolution had been the delegates from North Africa, and everybody had believed that the proposed Conference would cover the whole of Africa. It was true that since then it had been decided that the African Advisory Committee for the countries south of the Sahara and a Committee of Experts on Social Policy in North African Countries should be asked for their views on the coverage of the Conference. Unfortunately, the latter Committee had not been able to meet; if it had met, however, it would probably have favoured convening a conference to cover the whole of Africa, in which case the Governing Body would have had before it a proposal to that effect, in addition to the opinion of the majority of the African Advisory Committee in favour of convening a conference confined to countries south of the Sahara.

It was relevant to point out that in the plenary sittings of the African Advisory Committee two Workers’ representatives had spoken in favour of an all-African conference and one in favour of a conference for countries south of the Sahara, while the others had not expressed an opinion. It could not, therefore, be said that the majority of the Workers had favoured a conference restricted to the countries and territories south of the Sahara. Moreover, it was a Workers’ representative who had suggested that no vote should be taken on this matter and that the decision should be referred to the Governing Body.

In point of fact, the question before the Governing Body was not so much whether the items that were to be considered by the Regional Conference would be better dealt with if they were confined to one part of Africa, as what would be the over-all effect of
a decision to exclude North Africa. Concern had already been manifested in that area because the countries north of the Sahara appeared to have been ignored in the work of the I.L.O. in Africa, and it would not be possible for a North African Regional Conference to be convened within the next few years. The political repercussions of a decision to exclude North Africa from the forthcoming Conference would be far-reaching.

It was for this reason that the Workers’ group, having discussed the matter at some length, had come to the conclusion that the first African Regional Conference should cover the whole of Africa. It might well be that a conference covering the whole of Africa would try to arrive at conclusions based on the more advanced stage of development of North Africa, but it was not beyond the bounds of possibility that such a conference might adopt a two-tier series of conclusions in order to pay particular regard to the problems of the area south of the Sahara. He believed that the representatives from North African countries ought to pay attention to that possibility, and would be prepared to do so.

In an appeal, the Governing Body could not defer its decision on the matter until May. Were it to do so, the Office would not have time to prepare the necessary documents for a regional conference in December, unless the agenda were determined before the composition, which would be undesirable. Moreover, as the May session was a short one, there was a risk that the question might be carried over to the session of the Governing Body which would be held immediately after the 44th (1960) Session of the General Conference of the International Labour Organisation, during which the composition of the Governing Body would be renewed, and perhaps modified. If that were to happen, every opportunity would probably be taken of raising the issue in political terms during the General Conference, and great harm might be done to the Organisation.

Finally, the Workers’ group supported the agenda proposed by the African Advisory Committee.

Mr. Hauck, while admitting that there were sound arguments to support each of the proposals before the Governing Body, expressed the French Government’s opposition to a conference limited to the countries and territories lying south of the Sahara. Before determining its position, the French Government had consulted the States of the Community which, with one exception, had clearly opted for this alternative. In addition, the conversations he had had with many Africans, and particularly with trade union leaders, at the African Advisory Committee had convinced him that there was an extremely strong feeling in tropical Africa in favour of restricting the Conference to the area south of the Sahara. That feeling, therefore, sprang from the very roots of the African population.

He recalled that at the 131st (March 1956) Session of the Governing Body Mr. Khalaf, a representative of the Egyptian workers, referring to the future of the I.L.O. in Africa, had said, as reported in the minutes of the meeting, that “there was a great diversity of geographical, political and social conditions in Africa involving different problems for the workers; whereas the north of Africa was typically Mediterranean, conditions south of the Sahara presented a great variety of different problems, and there was even a third group of problems on the southern tip of the continent which were distinct from those elsewhere”. It was for that very reason that he was now urging the Governing Body to fall in with the suggestion that had been made by a large majority of the African Advisory Committee.

There was also the fact that the I.L.O. had already been concerning itself with the problems of tropical Africa for a number of years. Those problems had been dealt with at the various sessions of the Committee of Experts on Social Policy in Non-Metropolitan Territories and in the I.L.O. study entitled African Labour Survey; an I.L.O. Field Office had been set up at Lagos and, most recently, the African Advisory Committee had, in the course of a searching discussion, made a detailed review of the reports that had been laid before it. In contrast, the Committee of Experts on Social Policy in North African Countries had not been able to meet, and, despite the trouble the Office had taken to consult the experts who had been appointed to take part in the work of that Committee, there had been no pooling of opinions such as had taken place at Luanda. There was thus a definite discrepancy between the stage of technical preparation which the I.L.O. had reached in relation to tropical Africa and to North Africa respectively. Such a discrepancy had its dangers; the various countries attending a conference on an all-African basis would not be on the same footing, and therefore, instead of confining itself to the technical field, the Conference might easily stray into political discussions. The effect of this would be that what ought to be the I.L.O.’s full-scale entry into Africa by the front door would not take place in the best possible conditions.

It was the particular characteristic of the I.L.O. that it was not a purely political organisation, but was expected to undertake concrete and practical action on behalf of the workers; in its own interests and in those of the African peoples it could not risk a setback at the first African Regional Conference. If it confined itself to organising this first Conference for that part of Africa for which preparation had been made, it had every chance of getting off to a good start in the African Continent. Later, at the end of the process of decolonisation in which Africa was engaged, the structure of Africa would be seen in a clearer light and it might perhaps then be possible, when the I.L.O.’s technical preparation was more advanced, to hold an all-African conference.

For the time being, however, the Governing Body should adopt the wise and practical course of deciding in favour of a conference confined to the countries and territories south of the Sahara, thus furthering both the interests of the I.L.O. itself and those of the African peoples.

Mr. Botheraeus said that in the controversy regarding the composition of the African Regional Conference feelings were apt to run high, and that such a clash of feelings ought to be avoided in the Governing Body. Personally, he thought that there were two possible courses, if regard were to be had to technical considerations and to the rapid changes in political geography. If the Conference must be held in 1960, it was desirable that it should be for the area south of the Sahara; if, on the other hand, it had to be held in 1961, a number of welcome developments might have taken place by that time, which would remove any objection to its being organised on an all-African basis. Should the Governing Body have to take a vote on the matter, therefore, he would be obliged to take a position different from that of the other Worker members.

1 Studies and Reports, New Series, No. 48 (Geneva, 1958).
Mr. Bravo Caro recalled that the United Nations Economic Commission for Africa, which had recently met at Tangier, included representatives of all the African States, not merely those south of the Sahara, and yet had found no difficulty in examining and seeking solutions to the problems common to Africa as a whole. There was admittedly a difference between the North African countries and the others, but there were also differences from the economic points of view even within the British Commonwealth, as between the East African and the West African territories. There was no true economic unity south of the Sahara, and it was for that reason that the argument based on economic contrasts was only valid up to a point. Moreover, if the differences between nations had been taken into account when the United Nations was being set up there would never have been any United Nations. He therefore supported the position of the majority of the Workers members. Africa stood in need of uniform standards in labour matters; one could not, for instance, establish one set of standards applicable to those African territories that were affiliated to the Common Market and another set applicable to the countries that were not.

Mr. Ribeiro da Cunha, referring to Mr. Bravo Caro’s remarks, pointed out that at the First Session of the United Nations Economic Commission for Africa, held after the 42nd (June 1958) Session of the International Labour Conference, a draft resolution had been submitted by the Governments of Ghana, Guinea, Morocco, and Tunisia which declared, among other things, that “the establishment of regional economic units is an essential factor in the economic development and should be encouraged by every means” and that “North Africa, by its resources and infrastructure, could constitute a valid economic unit”. It was difficult to understand why certain governments should express different opinions according as they were participating in the Economic Commission for Africa or in the Governing Body.

With regard to Sir Alfred Robert’s remarks concerning the attitude of the Worker members at the Luanda meeting, all the members of the African Advisory Committee had taken cognisance of the Committee’s report and had thus endorsed the statement made by the majority of the members of a meeting of countries south of the Sahara. Nor could it be claimed that the north of Africa had been neglected, since the reasons which had prevented the convening of the Committee of Experts on Social Policy in North African Countries were well known. He accordingly supported the remarks made by Mr. Rossetti and Mr. Hauck in favour of confining the Conference to the area south of the Sahara.

Mr. Peñanco said that when the Governing Body had decided to convene the first Conference of American States Members of the I.L.O., held in 1936, there was only one difference from the present situation with regard to Africa, namely the fact that the United States and Canada were already first-rate powers and highly industrialised countries; in the Latin American countries the process of industrialisation was only dimly discernible and the trade union movement still in its infancy. Yet it was precisely the co-operation of the representatives of the North American countries that had been particularly valuable to those from Latin America. The same applied in the case of the First Session of the Inter-American Social Security Conference, convened with the support of the I.L.O., where the experience and co-operation of the Canadian and United States representatives had made an important contribution to the development of social security schemes in the Latin American countries.

With regard to the Regional Conference itself, he stressed the fact that the I.L.O. was one and that its principles were principles of unity. If the Governing Body decided to convene a conference confined to the countries south of the Sahara, the representatives of North Africa might say that as far as they were concerned the recommendations of such a conference were null and void. Moreover, as Sir Alfred Roberts had already pointed out, the report of the Advisory Committee did not say how many members had been for or against an all-African conference; it merely said that “the substantial majority of the Committee favoured a conference on the south of the Sahara basis”. In fact, it was not known how many members of the Committee favoured that view because the decision had been relegated to the Governing Body. In taking that decision the Governing Body could not but abide by the principles it had established and decide to convene an all-African conference, just as it had formerly convened conferences covering the whole of Asia and the whole of the American Continent. If the Conference were limited to the countries south of the Sahara, the I.L.O. would be neglecting to further the legitimate interests of the North African countries.

Mr. Kamel endorsed Sir Alfred Roberts’s remarks. He recalled that the resolution concerning the convening in 1959 of the first tripartite African Regional Conference, submitted by Mr. ben Seddar, Moroccan Workers’ delegate at the 42nd (June 1958) Session of the International Labour Conference in contemplation of the participation of tripartite delegations from all the African States Members of the International Labour Organisation, United Nations Trust Territories and from non-metropolitan territories. The discussion at the Conference had centred on two points, namely whether the decision to convene the African Regional Conference should be taken by the Conference itself or referred to the Governing Body, and whether it was practicable to convene that Conference as early as 1959. Both at the International Labour Conference and when the problem subsequently came before the Governing Body, it was clearly understood that the proposed Conference would be on an all-African basis.

On the strength of the report of the African Advisory Committee, some members of the Governing Body were now citing economic arguments to justify the holding of a conference confined to Africa south of the Sahara. Those arguments had already been refuted on several occasions. Was it then to be inferred that the I.L.O. could not proceed in isolation. It was not a

political organisation; its aims were to improve living and working conditions in various parts of the world, and consequently the African Regional Conference must be regarded as a purely technical conference. To divide the African Continent would be in the interests neither of the I.L.O. nor of the African people.

He hoped that whatever might be the differences of political opinion, the Governing Body could arrive at a decision which would best achieve the fundamental objectives of the I.L.O. and give clear evidence that the Organisation was concerned only with social and labour questions.

Mr. Erban said that the debate was on an issue of principle which might have grave repercussions. One of the functions of the I.L.O. was to uphold the interests of the workers and it was common knowledge that the peoples of Africa desired that problems of social policy should be solved for Africa as a whole.

Mr. Hauck had quoted views expressed by an Egyptian Workers' representative, but Mr. Lawrence, French Government adviser at the 42nd (June 1958) Session of the Conference, had acknowledged that "the I.L.O. must be very careful not to cut off from the rest of the continent". It should not be forgotten that the members of the African Advisory Committee represented only the countries south of the Sahara and a few European countries. The representatives of governments of African countries such as Ghana, Guinea, Ethiopia, Morocco, Tunisia and the United Arab Republic were resolved to press for the convening of an all-African regional conference.

Furthermore, a glance at the agenda of the African Regional Conference would show that the problems with which it dealt were just as relevant to the North African countries as to those south of the Sahara. It was a similar consideration that had moved the Economic and Social Council to set up the Economic Commission for Africa. It would also be wrong to exclude from the African Regional Conference the State which, through its Workers' delegate at the 42nd (June 1958) Session of the International Labour Conference, Mr. ben Seddik, had proposed that the first African Regional Conference be convened. The Governing Body should give priority to the interests of social progress in Africa rather than to other interests.

Mr. Joss said that in determining its position the Belgian Government had taken into account the recent important decisions concerning the political future of the Belgian Congo and Ruanda-Urundi, and had held thorough consultations with African representatives, with representatives of the employers and workers in the Belgian Congo, and particularly with those of the Congolese trade union organisations who were present at Luanda.

The Belgian Government was in favour of including in the agenda of the first African Regional Conference the questions listed in paragraph 3 of the Office covering note relating to the report of the African Advisory Committee. It further considered that, without prejudice to the future, the first African Regional Conference should cover the geographical area south of the Sahara. That opinion was based on technical reasons, for it was after careful inquiries into social and labour conditions in that area that the African Advisory Committee had been able to carry on a searching discussion on the problems of vocational and technical training and of labour-management relations, and to make specific suggestions for the agenda of the Regional Conference.

If it were to be a complete success and lead to substantial social progress in that part of the world, the first African Regional Conference, which would be the culmination of important previous work, should be confined to the area south of the Sahara.

Mr. Ago, referring to Mr. Pequeno's remarks, observed that the argument that the I.L.O. was "one cut both ways, because if it were followed to its logical conclusion, regional conferences should be abolished altogether and only one world-wide Conference held. Distinctions between countries and peoples on the basis of the continents to which they belonged had very little relation to the social facts: the countries on the shores of the Mediterranean probably had much more in common from the economic and social point of view than the countries that were separated by the immense area of land represented by the Sahara desert. The Italian Government was therefore inclined to think that the limitation of the first African Regional Conference to the area south of the Sahara would best promote the general interest. A question of that kind, however, could only be decided by the countries concerned. The Advisory Committee's report mentioned a substantial majority in favour of confining the Conference to the area south of the Sahara. Since the question was one of fact, it could be verified by making inquiries of the governments concerned, so that the Governing Body could take a decision that was in keeping with the views of the majority of the African people.

Mr. Lodge remarked that the Governing Body debate showed the vitality that the rapidly increasing number of African States Members of the I.L.O. were bringing to the Organisation.

He was in favour of the proposed agenda for the Conference. With respect to the composition of the Conference, the problem was to determine what Africa wanted. Weighty arguments had been adduced by the champions of the two conflicting views. The report of the African Advisory Committee provided evidence in favour of a conference confined to countries south of the Sahara, although it was true that the Committee had not voted on the matter. It was also arguable that a conference confined to Africa south of the Sahara might be more fruitful from the practical point of view, and the recommendations of a nation of the importance of the Federation of Nigeria could not be taken lightly. However, there were good reasons on the other side as well. The composition of a regional conference could not be determined solely on the basis of the economic unity of the region or the similarity of the social background and stage of development of the countries concerned, and if the Committee of Experts on Social Policy in North African Countries had met, there was little doubt that it would have recommended convening an all-African conference, for which, incidentally, there were cogent precedents in United Nations practice.

He accordingly proposed that governments be given the opportunity to satisfy themselves by means of such consultations, studies and inquiries as they thought necessary, as to the real desires of the African peoples. If the Governing Body were to defer its decision for this purpose the matter could be taken up at the next session in May, since he agreed with Sir Alfred Roberts that a decision should be taken before the June session of the International Labour Conference, and the preparatory work for the
Regional Conference would in any event be continued without a break. It would be understood that if the decision were in favour of covering only the countries south of the Sahara, that would not necessarily establish a precedent for future African Regional Conferences. If, on the other hand, the Governing Body could not agree to deferment, the United States Government would regretfully find itself obliged to abstain.

Mr. Merani said that the Indian Government believed that the Conference should cover the whole of Africa. Social, economic and political conditions differed as between different States within the same region; that was the case in Asia, and when the Governing Body had decided that the Asian Regional Conference should cover the whole of Asia, it had taken the geographical factors and the desires of the Asian peoples into account. The desires of the African people, however, had been clearly indicated during the discussion at the 42nd (June 1958) Session of the International Labour Conference on the resolution concerning the convening of the first tripartite African Regional Conference. The fact that the report of the African Advisory Committee, which included only territories lying south of the Sahara, recorded a majority in favour of limiting the composition of the Conference should not overshadow the resolution of the African delegates at the 42nd Session. Besides, there was no means of telling what the recommendation of the Advisory Committee would have been, had it been constituted on an all-African basis. It must also be remembered that the United Nations themselves had decided that the jurisdiction of the Economic Commission for Africa would cover the entire continent, irrespective of the differences in economic conditions as between the various countries of Africa.

Mr. el Uomari pointed out that the peoples of Africa were unanimous in wishing to accelerate the economic development of the continent in an integrated and complementary manner. That was why the United Nations had recently established an Economic Commission for Africa, without attempting to embark on an economic dissection of that continent, and other United Nations organs had treated Africa in the same manner. The attempt to divide Africa into two zones for the purpose of I.L.O. activities was therefore inexplicable, the more so because the African Continent, from an economic point of view, was much more cohesive than the others. With the possible exception of the Union of South Africa, the whole continent of Africa was underdeveloped, yet no one had suggested that the Union of South Africa be treated in isolation from the rest of the continent. Furthermore, the existence of the Sahara was an arbitrary basis for the case for division and indeed recent events had proved the Sahara to be an economically vital region of the African Continent. The fact that the Committee of Experts on Social Policy in North African Countries had failed to meet in 1960 was a further argument for convening an all-African conference. The suggestion had been made that the first African Regional Conference should cover Africa south of the Sahara and that it might perhaps be extended to the whole of Africa later if such an extension were warranted. It would be more logical to do the opposite and start by calling an all-African conference; if this proved to be impracticable, the region could then be divided up in the light of experience on a less arbitrary and random basis than that now proposed. For the time being it was certainly preferable to regard Africa as the entity which it really was.

The discussion was adjourned to the next sitting.

The sitting closed at 1 p.m.

Ernst Michanek.
MINUTES OF THE FOURTH SITTING

(Wednesday, 2 March 1960—3.05 p.m.)

The Governing Body was composed as follows:

Chairman: Mr. Michanek.

Mr. Agra, Mr. Ahmad, Mr. Ambekar, Mr. Barboza-Carneiro, Mr. Bergenström, Mr. Bothereau, Mr. Bravo Caro, Sir Lewis Burne, Mr. de Castro, Mr. Clausson, Mr. Erban, Mr. Erdmann, Mr. Faupl, Mr. de la Fuente Locker (replaced during part of the sitting by Mr. Pereira), Mr. Gaybour, Mr. Goroshkin, Mr. Hamid Ali, Mr. Hauck, Mr. Haythorne, Mr. Heinrici, Mr. Jose, Mr. Lodge, Mr. Merani, Mr. Mischiro, Mr. Mohin-Onori, Mr. Nielsen, Mr. Oshima, Mr. Pequeno, Mr. Richter, Sir Alfred Roberts, Mr. Rossetti, Mr. Sánchez Madariaga, Mr. Ben Seddik, Sir Richard Snedden, Mr. Soto, Mr. Tata, Mr. el Uomari, Mr. Wallace, Mr. Yllanes Ramos, Mr. Yū.

His Excellency Manuel Prado, President of the Republic of Peru, was present for the second part of the sitting.

FIFTH ITEM ON THE AGENDA

Report of the African Advisory Committee
(First Session, Luanda, 30 November—10 December 1939) (cont.) 1

SEVENTH ITEM ON THE AGENDA

Committee of Experts on Social Policy in North African Countries (cont.) 2

Mr. Goroshkin said that the U.S.S.R. Government was following with close attention the progress of the I.L.O.’s regional activities from the vital viewpoint of assistance to various countries and continents and of co-operation in solving social problems and improving the condition of the workers. He welcomed the convening of the first African Regional Conference and in the interests of objectivity considered that such a conference should be truly African, that is to say without any division as between the countries lying south of the Sahara and those of North Africa. The experience already acquired by relatively advanced countries like Tunisia and Morocco in the economic, social and cultural fields would be of great assistance to the other territories in Africa. To exclude them would be contrary to the normal practices of the Organisation with regard to regional meetings, and without them the Conference would hardly claim to call itself an “African Conference”. All the States in Asia belonged to the Asian Regional Conference and all the countries in the American Continent took part in the Conference of American States Members of the International Labour Organisation. The United Nations Economic Commission for Africa, which embraced all the States in that continent, was working very satisfactorily. It was not true to say that at its First Session it had argued in favour of dividing Africa into two parts; mention had simply been made of varying approaches to economic problems. Nor was it correct to refer to a majority opinion of the African Advisory Committee, thereby implying that all African governments had expressed themselves in favour of a conference confined to Africa south of the Sahara.

With regard to the agenda of the first African Regional Conference, the U.S.S.R. Government could see no objection to the Advisory Committee’s proposals being endorsed by the Governing Body. It reserved the right to submit further observations concerning the future work of the African Advisory Committee when the Director-General placed before the Governing Body his proposals for the agenda of the Second Session of the Committee.

Mr. Barboza-Carneiro said that the Brazilian Government had instructed him to state that it would favour a conference for the countries south of the Sahara.

Mr. Pereira supported the proposal made by Mr. Lodge at the previous sitting to defer any decision on the composition of the African Regional Conference until the next session, so that the views of the countries concerned could be ascertained. If that proposal were not carried, the Peruvian Government would support the first African Regional Conference being confined to the area south of the Sahara, though without prejudice to the composition of future sessions.

Mr. Soto said that he had no observations to make on the proposed agenda. In view of the difference of opinion that existed on the subject of the composition of the first African Regional Conference, the Government of Chile considered that, on the one hand, the I.L.O. should abide by its own fundamental principles and that, on the other hand, it should fall in with the wishes of the people concerned. Those wishes, however, were not definitely known; the report of the African Advisory Committee mentioned a majority in favour of convening a conference limited to countries south of the Sahara, but no vote had been taken on the question, and several African countries had not taken part in the meeting. The Chilean Government therefore supported the proposal made by Mr. Lodge. It would not be fair to injure the legitimate interests of certain countries merely because their wishes had not been ascertained at the right time.

Mr. Pequeno, replying to the remarks made by Mr. Agra at the previous sitting, explained that when he had stated that the I.L.O. was “one” he was not

1 Mr. Cisneros was also present during part of the sitting.
2 See above, Minutes of the Third Sitting, pp. 23-28.
3 Idem.
advocating the elimination of regional conferences but rather the organisation of a single conference for each continent. If a proposal were made to convene an African Regional Conference leaving out the United States and Canada, he would oppose it because he attached great value to unity. Regional conferences were justified by the fact that they provided an opportunity for the discussion of problems of particular concern to certain regions, just as the Industrial Committees enabled persons in a given branch of industry to consider the problems that arose in their particular sphere.

The Workers’ group had not yet had the opportunity of discussing the proposal made by Mr. Lodge but personally he did not see how it could be implemented.

Mr. ben Sedik said that the arguments that had been advanced against convening an all-African conference had already been refuted at earlier sessions. He stressed, however, that pan-Africanism was a very real feeling, as had been shown during the past two years at Accra, Conakry, Tunis, Casablanca and even in the International Labour Conference. Though it might be more sentimental than objective, it was nevertheless a very active force.

With regard to Mr. Lodge’s allusion to the need to ascertain the desires of the African peoples, the fact was that the only way of doing so was to bring their representatives together in a meeting. The constitution of a single African Advisory Committee at which all the Africans could have reviewed the situation and expressed their views had been demanded, but those members of the Governing Body who were now opposed to an all-African Regional Conference had also been against such previous consultation. The only remaining possibility of consulting African opinion as a whole would therefore be to raise the matter in the International Labour Conference, but this would have the undesirable effect of reopening the discussion which had taken place at the 42nd (June 1958) Session.

In any event, the feelings of the African peoples were sufficiently well known, the documents on the countries south of the Sahara were already prepared, material concerning North Africa was available to the Office, and the International Labour Conference at its 42nd Session had given approval to the principle of convening a tripartite African Regional Conference. The only considerations militating against such a conference were certain prejudices and fears which it might be well to dispel. It should be clearly stated that the I.L.O. could not neglect the labour problems of Africa and that it was in the interests of all that the African Regional Conference should concern itself with labour matters alone. As one, therefore, who had been particularly active in this matter, and as the sponsor of the original resolution calling for the convening of a tripartite African Regional Conference, he gave an assurance that the sole motive of the Worker members in demanding such a conference was their desire to contribute to improving the living conditions of the workers and to achieving the aims of the I.L.O. The decision on the composition of the African Regional Conference should therefore not be postponed, since the question would then be likely to come up in the International Labour Conference, where the discussions might be swayed by sterile political passions.

Mr. Hamid Ali associated himself with those speakers who favoured an all-African conference. He would oppose any deferment of the decision to the next session of the Governing Body, as he considered the discussion at the 42nd (June 1958) Session of the International Labour Conference had given a sufficient indication of the views of the African peoples.

Mr. Haythorne observed that the work of the African Advisory Committee and the studies made by the Office had impressed on the Governing Body the needs and opportunities for constructive work by the I.L.O. in Africa. He was in favour of such a conference, as suggested by the African Advisory Committee. With respect to the composition of the Conference, the problem was complicated by the fact that opposing views were held among the Africans themselves. He was therefore ready, provided that the Director-General was able to proceed with the preparations for the Conference without too serious an additional strain, to support Mr. Lodge’s proposal, in the hope that after further consultations a formula could be found for the composition of the first African Regional Conference which might command the widest possible support at the next session of the Governing Body.

The Chairman, with the agreement of the Vice-Chairmen of the Governing Body, called upon Mr. Eggermann (observer representing the International Federation of Christian Trade Unions (I.F.C.T.U.)) to make a statement.

Mr. Eggermann (observer representing the International Federation of Christian Trade Unions) said that the I.F.C.T.U. had welcomed all the successive stages leading up to the convening of an African Regional Conference of the I.L.O., for Africa should be dealt with by itself and for itself. It was in that spirit that the I.F.C.T.U. had delegated to the African Advisory Committee, as an observer, an African member of its executive committee, Mr. Con- gault, who stated that the various organs of the I.L.O. should endeavour to find solutions on the spot, and had suggested that the African Advisory Committee should become a permanent body and should meet every two years.

The most urgent problems were those of workers’ education and freedom of association, and in the latter connection the I.F.C.T.U. asked that the I.L.O. should send factual survey missions to Africa in the same way as to other parts of the world. The proposals made by the African Advisory Committee for the agenda of the African Regional Conference were satisfactory. As regards the activities of the I.L.O. on behalf of the African Continent, the trade unions in tropical Africa had expressed a desire to see those activities continued, and considered that the Union of South Africa could not stand aloof, or be excluded, in view of the importance of the social and labour problems that arose in that country. The I.F.C.T.U. welcomed the steps taken to secure the examination of the labour problems of the African countries bordering on the Mediterranean. The African Regional Conference would be an instrument whereby the endeavours of the African peoples and the I.L.O. could be co-ordinated. The time had come to enable the Africans themselves, in keeping with the tripartite principles of the I.L.O., to defend their own interests, to promote greater social justice and freedom and to take part in the formulation of international labour standards. The I.F.C.T.U. would continue to give its fullest support to the African trade union movement and to assist it in its task of emancipation and liberation.

Sir Alfred Roberts wondered how, in the event of a deferment of the decision on the composition of the
Conference, the African people could be consulted. Would the approach be made to members of the Advisory Committee, to the governments in the African countries, or to the employers in those countries? He recalled that of those present at the Advisory Committee, 51 were from government or employers' circles, whereas there were only seven, together with one observer, representing the workers; in those circumstances it was easy to imagine where the "substantial majority" referred to in the Committee's report had come from. To ask governments to seek the views of workers was something that the Workers' representatives could do on no account countenance, but in certain African territories there were no national centres of trade union activity at all. He therefore thought it completely impracticable to ascertain the opinions of the African workers before the May session. In addition, it should be realised that the Office would have great difficulty in preparing the reports for submission to the Conference until it knew which countries would be taking part. He was, therefore, opposed to the adjournment proposed by Mr. Lodge. The Workers' group would, however, like an opportunity of discussing the proposal before it was put to the vote.

Mr. Waline asked that the Employers' group should also be given an opportunity of examining the proposal before it was put to the vote.

The Chairman mentioned that Mr. Amonoo, representative of the Government of Ghana, was present at the sitting as an observer. In view of Ghana's particular interest in the question under discussion, he invited him to take the floor.

Mr. Amonoo (observer representing the Government of Ghana) said that the views of his government on this important question were well known, and he merely wished to know where the Conference would be held in the event of its covering only the countries lying south of the Sahara.

Mr. Kamel supported the views expressed by Sir Alfred Roberts. Before deferring the decision on the composition of the Conference, it would be necessary to have an assurance that the Office would be able to make all necessary arrangements to ensure its success. He therefore appealed to the Governing Body to look at the matter from the point of view of reason and co-operation, and to take the decision which would best meet the desires frequently expressed by the African peoples.

Mr. Lodge, replying to Sir Alfred Roberts, explained that it was not his intention to propose that governments should elicit the views of workers or of employers. The workers' views had probably been expressed by the Workers' group, and it was for the Employers' group to ascertain those of the employers.

Sir Alfred Roberts said that on an issue of this kind it would be desirable for the Governing Body to take a unanimous decision, if it were possible to reach one. On the assumption that certain governments were afraid of the political repercussions that might arise if the Conference were to cover all the African countries, he gave an assurance that the Workers' group would be most strongly opposed to an I.L.O. regional conference being used for political ends. The Worker members of the Governing Body were prepared to write to all the countries that would be entitled to send delegates to the African Regional Conference, urging on them the necessity of confining their deliberations to the technical items on the agenda and of not obtruding political considerations of any kind. If that assurance could be given to the Government members who had opposed the convening of an all-African conference, it might enable them to seek further instructions and, perhaps, lead to wider agreement. He accordingly suggested that the Governing Body should postpone its decision on this matter until the last day of the session.

Mr. Nasr endorsed Sir Alfred Roberts' proposal. His organisation, which was well connected with the employers' organisations in the Arab countries directly concerned, would do its best to ensure that the proposed all-African Conference would deal only with technical questions.

The Chairman proposed that further discussion should be postponed until the following Friday morning.

It was so decided.

The sitting was suspended from 4.20 p.m. to 4.50 p.m.

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**Visit of the President of the Republic of Peru**

The Chairman, on behalf of the Governing Body, extended a welcome to His Excellency Manuel Prado, President of the Republic of Peru.

President Prado then addressed the Governing Body in the following terms:

This is one of the most significant moments of my visit to Europe. It is a very great satisfaction to me to address such a distinguished body, which carries the heavy burden of responsibility for the International Labour Office, one of the most effective of all instruments for the advancement of peace based on social justice and the dignity of man. Its great work has won universal respect and recognition, and for over four decades it has brought together in a spirit of unity representatives of the governments, employers and workers of the world.

Peru, one of the 11 Latin American States which were founder Members of the International Labour Organisation, has participated with unflagging interest in all the Organisation's efforts to attain the noble objectives for which it was set up. At the same time, Peru has received continuing benefits from the I.L.O. in the formulation of social legislation based on Conference standards and in the organisation of labour administration and social security services, in both of which fields Peru has had the advantage of the I.L.O.'s counsel and technical advice. This continuing and beneficial collaboration is underscored by the establishment in Lima of the I.L.O.'s Latin American Field Office and the Regional Office of the Andean Indian Programme.

In these last 40 years the I.L.O. has promulgated a system of Conventions and Recommendations covering the principal problems of social policy. These standards have exerted a direct influence on social legislation in practically every country in the world. Peru, which attaches particular importance to these international labour standards, has ratified 24 of the Conventions—and in this connection I have great pleasure in informing you that some minutes ago the Minister of Foreign Affairs of my country, who is present here today, deposited with the Director-General of the I.L.O. the instrument of ratification
of the Convention concerning Freedom of Association and Protection of the Right to Organise. In my opinion, this Convention is one of the most significant instruments that the I.L.O. has adopted to date, and I am persuaded that it will have an important and positive bearing on the establishment and strengthening of genuinely democratic institutions. This Convention is a bulwark of human liberty, and it has particular significance for those new countries now confronted with the tensions and difficulties which are inevitable in the creation of institutions. By virtue of its tripartite structure and its vast experience, the I.L.O. is particularly well qualified to defend freedom of association, one of the fundamental conquests of modern man.

The social policy of my Government is aimed at broadening and fortifying the links between Peru and the I.L.O., because our essential aim is to improve and strengthen the country's democratic institutions.

If the rule of law is to govern the conscience of the nation, I believe it is indispensable that a just and harmonious system of labour relations should be put into operation. This conviction has led to the establishment of Peru's National Labour Council, which seeks to stimulate a spirit of co-operation between the factors of production which work together for our prosperity and well-being.

The economic policy which we are pursuing is designed to maintain monetary stability, to stimulate private initiative and to bring about conditions that will encourage the investment of domestic and foreign capital on the basis of the widest freedom of trade and enterprise. This, in turn, is based on full freedom in the field of organisation, unrestricted collective bargaining and free negotiation for the settlement of labour disputes, liberties which the State guarantees unconditionally.

Peru is devoting a great deal of effort to creating employment as quickly as possible for the increasing flow of manpower resulting from the rapid rise in population. A problem of such magnitude demands solutions at many levels. In the first instance it is essential to speed up the process of industrialisation; in order to do this, Peru has recently passed an Industrial Promotion Act which, by means of special inducements and preferential treatment, encourages the establishment of new undertakings in the mountain and forest areas with a view to healthy decentralisation. It is likewise necessary to increase the productivity of the workers. On the initiative of the Government, a National Productivity Centre was set up at the beginning of this year, in order to coordinate and encourage the work of educational institutions and of employers' and workers' organisations in this field. In this undertaking Peru has had the advice and assistance of experts from the I.L.O.

The results of such schemes would, however, be of limited value without a substantial improvement in the standards of living of the great masses of indigenous people, most of whom live in the sierras and high plateaux of the Andes. Acutely aware of the importance of this problem, we have developed a plan for the integration of the aboriginal population, inspired by the principles of the I.L.O. Convention on this subject and based upon the experience of the Puno-Tambopata programme, which is progressing satisfactorily with the technical assistance of the I.L.O. and of the other specialised agencies of the United Nations that are engaged in this project. By a Supreme Decree issued last December, a committee was instituted to co-ordinate the work of the various national agencies and the international organisations to which I have referred.

Considering that the time has come to extend to agricultural workers the benefits of the social legislation that applies to other classes of workers, the executive power has tabled in Parliament a Bill to promulgate an Agricultural Labour Code based upon the provisions of the relevant I.L.O. Conventions.

The successful application of the social and labour policy, which I have briefly outlined, is guaranteed by the fact that Peru has as its Minister of Labour and Indigenous Affairs Dr. Luis Alvarado Garrido, a distinguished specialist in labour and international questions, who has carried out important functions in the I.L.O., since he has had the signal honour of being the first Latin-American to hold the positions both of Chairman of this Governing Body and of Assistant Director-General of the Office.

I should like to take this opportunity of expressing my gratitude for the effective work of your important Organisation in the preparation of the survey of the land settlement project in the Tambopata Valley and for the establishment of a vocational training instructors' institute, both of which have recently secured the approval of the United Nations Special Fund, and will form part of the national plan for the integration of tribal populations, which I mentioned a moment ago.

Such activities as these give a general idea of the services that the I.L.O. is rendering, and will continue to render in the coming years, by co-operating in the economic development of the young republics of Latin America and in the attainment of their high social objectives. Peru will continue to give its support to every effort to strengthen the Organisation and to consolidate its work. In this connection I express my Government's support for the welcome proposal to establish an International Institute for Labour Studies, which appears on the agenda of the present session of the Governing Body.

Countries like Peru will be able to derive great benefits from this Institute, and I look forward to the day when it will be operating and when Peru can send to the Institute its nationals, selected from workers' and employers' circles and from the ranks of the civil service. They will come to Geneva to study the social principles now operating in the world, and to gain a better understanding of the social dynamics of the contemporary society to which they themselves belong.

I am firmly convinced that, faithful to its fine tradition, the I.L.O. will succeed in creating the necessary conditions to enable the Institute to carry out its high assignment and fulfill the many hopes placed in it.

Mr. Chairman, the majority of the nations of the world in which there is poverty and backwardness have undertaken, or intend to undertake, programmes of economic advancement to raise the standards of living of their peoples. However, it is seldom possible for them to initiate and execute such programmes with domestic resources alone. Owing to their complexity and scope, such undertakings require capital investment and technical knowledge which are lacking, or are inadequate, in the countries concerned.

The I.L.O. should be fully conscious of the part it must play in this gigantic enterprise. Its role is even more important than might be supposed, because economic development programmes will have beneficial results only if they have high social content. Economic progress cannot be an end in itself; its essential aim, its raison d'être and its principle must be to improve the standards of life and the working conditions of men and women. There can be no
turning aside from social objectives, which must be kept constantly in view. My Government is imbued with this spirit in all its acts, and it trusts that the same spirit will guide the activities of the International organisations which are playing an increasingly important part in the programmes of international aid.

I should like to stress one point which is, to my mind, fundamental. No programme of economic development can be truly successful if the social and human factors are neglected. The most precious asset of any country is its people, and nations which overlook this fact often pay dearly for their error. Every programme of economic diversification calls for the best possible use of the human resources of the country concerned. A tractor is a useless thing without the trained farm hand to operate it and repair it. A steel mill, no matter how well equipped, will be unworkable if it lacks skilled workers and trained management. Human resources are the basic factor in economic development also, and here again due attention must be paid in economic planning to the social conditions of the workers and to the institutions which ensure their welfare. Decent wages, reasonable hours of work, rest, industrial health and safety measures, social security—all these play an important part in the organisation of industrial production. Good labour-management relations are also indispensable to the smooth running of industry; when those relations deteriorate, industry declines. There is no conflict between social and economic factors, for social policy is an essential and integral part of economic progress. To attempt to solve economic problems alone, heedless of their social consequences, would be not only to set up an artificial division but also to jeopardise the economic progress itself and progress in general.

Mr. Director-General, your presence as chief executive of this Organisation is, for Peru and the other Latin American countries, an assurance that the International Labour Office will continue to give the world, and especially the countries in the process of development, its most effective guidance together with assistance in the economic field, ensuring simultaneous social progress. In my country there is appreciation not only for your continuing interest in finding the best solutions for the general social problems in the labour field, but also for your devoted concern for the integration of the labour-management relations of Latin America into the economic life of their countries, so that they can thus make an effective contribution to the progress of mankind.

Members of the Governing Body, it is my heartfelt wish that Providence may continue to inspire you in the exacting duty of translating into practice the lofty aims of the International Labour Organisation.

I avail myself of this opportunity of associating myself wholeheartedly with the expression of sympathy for the people of Morocco in the disaster which has befallen them in the recent earthquake, and I would request the delegate of that country here in the Governing Body to convey to His Majesty the grief that my Government and the people of Peru feel at this event. Today, more than ever before, the sense of union and brotherhood between men and between peoples must bring together all the inhabitants of the earth.

The Chairman thanked President Prado for the inspiring address he had delivered to the Governing Body. His message would be an encouragement to the I.L.O. in its activities which, it was hoped, would strengthen even further the bonds between Peru and the Organisation.

Mr. Ago, on behalf of the Government members of the Governing Body, thanked President Prado for his address. Peru, a country which represented the happy fusion of an ancient American civilisation with a Latin element, was one of the founder Members of the I.L.O. and one of the countries where most headway had been made in applying international labour standards. It was also one of the first countries to appreciate the value of international technical assistance. The ratification of the Freedom of Association and Protection of the Right to Organise Convention which the President had just announced was especially satisfactory. The Governing Body was all the more glad to welcome President Prado because it recognised in him both the moving spirit behind Peru's striking economic progress and the efforts to establish a Latin American common market, and the author of the doctrine which bore his name and called for the establishment of closer ties between Latin America and Europe.

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Mr. Waline associated himself, on behalf of the Employer members, with the remarks made by Mr. Ago. The Governing Body was particularly flattered by this first visit by the Head of a State and this testimony of the interest he took in its work. In addition, certain of the social problems which Peru was endeavouring to solve came within the purview of the I.L.O.'s operational activities, to which the Employers' group gave their particular support. The Employers' group, which had traditionally stressed the economic imperatives of social progress, was glad to learn of the progress of economic development in Peru which was confirmed in recently published works on that country.

Sir Alfred Roberts, after greeting President Prado on behalf of the Worker members of the Governing Body, and thanking him for his address, said that the workers were aware of the efforts he had made to develop the economy and the culture of Peru, to improve the conditions of life of its people and to consolidate the fundamental rights of man by guaranteeing to his people the exercise of free citizenship. They were particularly grateful to him for having enabled the workers of Peru to re-establish the full activities of the trade unions; ratification by Peru of the Freedom of Association and Protection of the Right to Organise Convention, 1948, was further evidence of his belief in the basic principles of the Organisation.

The Director-General expressed his gratitude to President Prado for having reaffirmed the long-standing devotion of Peru to the aims and purposes of the International Labour Organisation, a devotion that had most recently been manifested by the deposit of the instrument of ratification of the Freedom of Association and Protection of the Right to Organise Convention, 1948.

The I.L.O. for its part was very conscious of its responsibilities in regard to the provision of technical advice and assistance to governments, in matters falling within its competence. After participating fully in the Expanded Programme of Technical Assistance since its inception, the I.L.O. was now
participating in the programme of the United Nations Special Fund and, at the close of the negotiations which were now in progress, would doubtless be in a position to start implementing the instructor-training project in Peru which the Governing Council of the Special Fund had already asked it to execute. The success already achieved in the Andean Indian Programme, a long-term project undertaken by several members of the United Nations family under I.L.O. auspices and covering many and varied fields, pointed the way for future action. The operational programmes of the Organisation had increased immensely in recent years, but, against the background of total needs and of the increasing demands of governments, the resources available to the I.L.O., and indeed to all the international organisations, must appear pitifully inadequate.

However, it was to be hoped that the negotiations now in progress would result in a substantial increase in international aid to underdeveloped countries, and the I.L.O. was fully prepared to play a larger role in international technical assistance. The careful guidance and keen supervision that the Governing Body gave to its work was a guarantee that the Organisation would never sacrifice its standards to expediency. It had become a rich storehouse of experience garnered from every part of the world and held in trust for the peoples of all nations.

The support which the Peruvian Government had pledged to the International Institute for Labour Studies would do much to encourage the efforts that were being made to develop the Institute into a world centre for the dispassionate study of labour problems and the education of those responsible for the formulation of social policy. The decision taken by the Governing Body in that matter would, no doubt, be hailed in the years to come as one of the most far-sighted initiatives it had taken.

The visit of President Prado would strengthen the links between Peru and the I.L.O. which were already so close and personal, particularly since Dr. Alvarado, a former Assistant Director-General of the I.L.O., whose high qualities the Governing Body had had many opportunities of appreciating, had become Minister of Labour and Indigenous Affairs in Peru. The Director-General expressed the hope that those links would be further strengthened in the service of a common purpose—the well-being of all peoples in a world at peace.

The sitting closed at 6 p.m.

Ernst Michanek.
MINUTES OF THE FIFTH SITTING

(Thursday, 3 March 1960—10 a.m.)

The Governing Body was composed as follows:

Chairman: Mr. Michanek.

Mr. Ago (replaced during part of the sitting by Mr. Purpura), Mr. Ahmad, Mr. Ambekar, Mr. Barbosa-Carneiro, Mr. Bergenström, Mr. Bothreau, Sir Lewis Burne, Mr. de Castro, Mr. Clausen, Mr. Faupl, Mr. Ghayour, Mr. Goroshkin (replaced during part of the sitting by Mr. Borisov and Mr. Aslanyan), Mr. Hamid Ali, Mr. Handl, Mr. Hauck, Mr. Haythorne, Mr. Heinrici, Mr. Josz, Mr. Lucio, Mr. Merani, Mr. Mishiro, Mr. Moči-Onori, Mr. Nielsen, Mr. Oshima, Mr. Parker, Mr. Pequeno, Mr. Pereira, Mr. Richter, Sir Alfred Roberts, Mr. Rossetti, Mr. Sánchez-Madariaga, Mr. Ben Seddik, Sir Richard Snedden, Mr. Soto, Mr. Tata, Mr. El Uomari, Mr. Waline, Mr. Yllanes Ramos, Mr. Ye, Mr. Zempl.

EIGHTH ITEM ON THE AGENDA

Report of the Committee to Consider the Improvement of the Practical Methods of Working of the International Labour Conference

Mr. Ago, Chairman of the Committee, said that the Committee had not considered that its work was sufficiently advanced for the submission of a report, and had preferred to postpone this until a later stage, when it could be more complete. However, the Committee wished to recommend to the Governing Body to decide that the letter of convocation for the Conference should in future invite governments to co-operate in facilitating the prompt organisation of the Conference by notifying delegates, on their appointment, that acceptance of the appointment implied an obligation to be available in Geneva, personally or through an adviser authorised to act as substitute, not later than the opening of business on the morning preceding the opening of the Conference, and until the close of the Conference.

It was so decided.

The Chairman said that the question as a whole would be taken up at the next session of the Governing Body, on the basis of the report to be submitted by the Committee.

NINTH ITEM ON THE AGENDA

Reports of the Committee on Freedom of Association

The Chairman recalled that at its 143rd Session the Governing Body had postponed consideration of the Fortieth and Forty-first Reports of the Committee to its present session, in accordance with the procedure approved by the Governing Body in November 1958, under which reports on cases not classed as urgent would be considered by the Governing Body at the session following that at which they were circulated.

The Forty-fifth Report of the Committee on Freedom of Association had been circulated, for information only, at the present session and would be considered by the Governing Body at its next session.

Sir Alfred Roberts understood that as the Forty-fifth Report had been circulated to the Governing Body it had now become a public document, even though consideration of it had been postponed to the next session.

Mr. Erban said that he would not participate in the discussion of the reports of the Committee on Freedom of Association and would abstain in any vote.

Mr. Goroshkin said that the U.S.S.R. Government had on many occasions made known its criticisms of the Committee on Freedom of Association, on which many governments and important trends were not represented, and which was lacking in objectivity and effectiveness, as regards both its procedure and its methods of work. The documents from the Committee now before the Governing Body showed no change in this situation, and he would not take part in any vote on the recommendations in the reports.

Fortieth Report

The Governing Body took note of the Fortieth Report of the Committee on Freedom of Association and approved the recommendation in paragraph 15.

Forty-first Report

Introduction.

The Governing Body took note of paragraphs 1 to 8 of the report.

Cases Which the Committee Recommends Should Be Dismissed without Being Communicated to the Governments Concerned.

The Governing Body adopted the recommendations in paragraphs 12 (Case No. 143: Spain), 15 (Case No. 178: United Kingdom-Aden) and 18 (Case No. 207: Greece) of the report.

Cases Which the Committee Recommends Should Be Dismissed.

The Governing Body adopted the recommendations in paragraphs 35 (Case No. 174: Greece) and 69 (Case No. 199: Argentine Republic) of the report.
Conclusions concerning the Cases relating to Spain (Case No. 143: Argentine Republic), Japan (Case No. 179) and the United Kingdom-Northern Rhodesia (Case No. 152).

The Governing Body adopted the recommendations in paragraphs 104 (Case No. 143: Spain) and 173 (Case No. 172: Argentine Republic) of the report.

The Chairman, referring to paragraph 195, relating to Case No. 179 (Japan) and paragraph 200, relating to Case No. 152 (United Kingdom-Northern Rhodesia) said that since the Forty-first Report had been circulated at the 143rd Session of the Governing Body, important developments had taken place, in the light of which the Committee had made further recommendations in its Forty-fourth Report. Consideration of these two cases would therefore be taken up in connection with the Forty-fourth Report.

The Governing Body noted that the recommendations in paragraph 195 (Case No. 179: Japan) and in paragraph 200 (Case No. 152: United Kingdom-Northern Rhodesia) had been superseded by the recommendations in paragraphs 104 and 148 of the Forty-fourth Report of the Committee on Freedom of Association.

Forty-third Report


Forty-fourth Report

Introduction.

The Governing Body took note of paragraphs 1 to 9 of the report.

Cases Which the Committee Recommends Should Be Dismissed without Being Communicated to the Governments Concerned.

The Governing Body adopted the recommendations in paragraphs 12 (Case No. 143: Spain), 14 (Case No. 156: France-Algeria), 16 (Case No. 172: Argentine Republic), 18 (Case No. 208: Viet-Nam) and 20 (Case No. 209: United Arab Republic) of the report.

Conclusions in the Cases relating to France (Algeria) (Case No. 156), Japan (Case No. 179), United Kingdom (Singapore) (Case No. 194), Thailand (Case No. 202), United Kingdom (Northern Rhodesia) (Case No. 152) and Union of South Africa (Case No. 200).

The Governing Body adopted the recommendations in paragraphs 98 (Case No. 156: France-Algeria), 104 (Case No. 179: Japan), 125 (Case No. 194: United Kingdom-Singapore), 144 (Case No. 202: Thailand), 148 (Case No. 152: United Kingdom-Northern Rhodesia) and 185 (Case No. 200: Union of South Africa) of the report.

TENTH ITEM ON THE AGENDA

Reports of the Financial and Administrative Committee

First Report

FINANCIAL, BUDGETARY AND ADMINISTRATIVE QUESTIONS

Regular Budget Accounts for the Financial Year 1959.

The Governing Body took note of this section of the report.

Transfers within the 1959 Budget.

The Governing Body approved the transfers within the 1959 Budget listed in Appendix A to the report.

Other Items relating to the Financial Year 1959.

Safety Information Centre Account.


Report on Trust Funds Operated by the I.L.O. during the Financial Year 1959 for the Purpose of Providing Technical Services to Requesting Governments.

Results of the Expanded Programme of Technical Assistance Account for the Financial Year 1959.

Programme for 1960 Approved by the Technical Assistance Committee of the Economic and Social Council.


United Nations Special Fund.

Financing of Proposed Meetings and Other Projects for Which Provision Does Not Exist in the 1960 Budget.

The Governing Body took note of these sections of the report.

Financial Implications of Change in Composition of the Petroleum Committee.

Mr. Borisov said, in connection with the proposals in paragraphs 38 and 43 of the report, that the attitude of the U.S.S.R. Government had not changed concerning the financing of additional expenditure. He formally recommended the Director-General, therefore, to make every effort to ensure that the supplementary credits provided for in these two paragraphs should be financed by savings within the 1960 budget and should not involve withdrawals from the Working Capital Fund.

The Governing Body decided that the additional cost in 1960 resulting from the revised composition of the Petroleum Committee as decided upon by the Governing Body, estimated at $12,554, should be financed from savings within Item 2 of the budget, or by transfer from some other item or, if this proved impossible, by means of a withdrawal from the Working Capital Fund, subject to reimbursement in accordance with the Financial Regulations through the budget of 1962.


The Governing Body decided that if it appointed a delegation of four members from the Joint Maritime Commission to attend the International Conference on Safety of Life at Sea (London, 1960), the additional cost, estimated not to exceed $3,666, should be financed from savings within Item 2 (Conferences, Committees and Other Meetings) or by transfer from some other item or, if this proved impossible, by means of a with-
drawal from the Working Capital Fund, subject to reimbursement in accordance with the Financial Regulations through the budget of 1962.

Reports of the United Nations Advisory Committee on Administrative and Budgetary Questions.

Gifts to the Organisation for the Andean Indian Programme.

Exchange Rate between the United States Dollar and the Swiss Franc.

The Governing Body took note of these sections of the report.

Safety Information Centre Account: Proposal to Regrade Two General Service Category Posts.

The Governing Body approved the regrading of two G.3 posts in the Safety Information Centre provided out of extra-budgetary funds to the grades of G.5 and G.4 respectively, with effect from 1 March 1960.

Composition of the Administrative Tribunal of the International Labour Organisation.

The Governing Body decided to submit the following resolution to the International Labour Conference at its forthcoming session:

The General Conference of the International Labour Organisation

In accordance with Article III of the Statute of the Administrative Tribunal,

Appoints Mr. André Grisel (Switzerland) as a judge of the Administrative Tribunal of the International Labour Organisation for a period of three years, and

Extends the term of office of Lord Forster of Harkaby, K.B.E., Q.C. (United Kingdom) as a judge of the Administrative Tribunal of the International Labour Organisation for a further period of three years.

PENSIONS AND STAFF QUESTIONS

Statement by the Staff Representatives.

The Governing Body took note of this section of the report.

PENSIONS QUESTIONS

Confirmation of Appointment of Members of the Board of Trustees of the Special Payments Fund.

The Governing Body confirmed the appointment of the three members of the Board of Trustees of the Special Payments Fund appointed by the Officers of the Governing Body on 23 December 1959 in accordance with the authority delegated to them by the Governing Body at its 143rd Session, as follows:

Professor H. S. Kirkaldy (United Kingdom), Professor of Industrial Relations in the University of Cambridge.

Mr. P. Juhl-Christensen (Denmark), Chief of Division, Ministry of Social Affairs.

Mr. A. Heilbronnier (France), Counsellor of State.

STAFF QUESTIONS

Occupation of Budgetary Posts on 1 February 1960.

Conditions of Service of I.L.O. Staff Stationed in New York.

Inter-Organisation Study of International Salary Scales for Professional Staff.

The Governing Body took note of these sections of the report.

Proposed Amendment to the Staff Regulations.

The Governing Body approved the amendment of article 68 of the Staff Regulations with effect from 1 April 1960 in accordance with the draft set out in Appendix C to the report.

Second Report

FINANCIAL, ADMINISTRATIVE AND BUDGETARY QUESTIONS

Languages of Interpretation at Inter-American Study Conference on Labour-Management Relations (November 1960).

PENSIONS QUESTIONS

Reports of the Board of Trustees of the Special Payments Fund.


Third Report

BUDGET ESTIMATES FOR 1961

Mr. Borisov said that the Government of the U.S.S.R. would support the budget proposals as now presented. Nevertheless, while thanking the Director-General for the reductions which he had made in the original estimates, his Government did not consider that they went far enough. As he had said in the Committee, it should be possible to reduce the budget estimates substantially and stabilise the budget over a period of some years without adverse effect on the Organisation’s activities by a more rational distribution of the available resources over that period. Operational and standard-setting activities should not be reduced, but, on the contrary, expanded, the expansion being financed by savings in the administrative field. It should be possible to do this without increasing the staff, since quality did not depend on quantity and the qualifications of the members of the staff should improve as they accumulated experience. The structure of the Office should be reviewed from time to time so as to ensure that it was really keyed to the tasks which had to be performed.

The U.S.S.R. Government continued to believe that the administrative expenses incurred under the Expanded Programme of Technical Assistance and the Special Fund should be financed by the Programme and the Fund, and not out of the I.L.O. budget. Finally, he hoped that the Governing Body would endorse the proposal, which had been considered in the Financial and Administrative Committee, to the effect that in determining the credits for operational activities under Item 16 of the budget the advice of the Governing Body’s Technical Assistance Committee should be sought, as well as that of the Financial and Administrative Committee.

Mr. Waline said that the Employers members were unable to support the budget proposals for 1961 and would abstain, for four reasons in particular. Firstly, they considered that the amount of the credit provided for certain Branch Offices in Europe, close to Geneva, could no longer be fully justified by the present usefulness of those Offices. Secondly, the
budget estimates for 1961 included provision for a meeting of the Appeals Board in connection with the procedure for the appointment of Committees of the Conference, the legitimacy of which was not recognised by the Employers’ group. Thirdly, the budget proposals did not include provision for an outside survey into the I.L.O.’s methods of work, despite the wishes expressed by the Employers’ group for several years past. Finally, there had not been sufficient attempt to reduce the number of meetings provided for in 1961.

Sir Alfred Roberts said that while the Workers’ group would support the budget proposals, its unanimous view remained that expressed in paragraph 136 of the report.

Mr. Yü said his Government supported the budget estimates as on previous occasions. The fact that the membership of the Organisation was constantly growing should make it more possible to finance meetings and operational activities which had hitherto had to be abandoned for lack of funds. A liberal and reasonable view should be taken of the budget.

He wished to draw the Director-General’s attention to a matter to which his Government attached great importance; as a member of the staff of Chinese nationality had recently left the Office, it would be desirable to recruit a competent person of the same nationality at an appropriately high level. In making this constructive suggestion, based on geographical considerations, he wished to make it clear that he had no intention of interfering in the internal administration of the Office.

The Director-General thanked Mr. Yü for having given him previous notice of his statement. While it was correct that the question was of a kind with which the Governing Body did not concern itself, he gave Mr. Yü an assurance that he would give it close attention in relation with the other problems of staffing that he had before him.

Subject to the abstention of the Employers’ group, the Governing Body adopted the budget proposals for 1961, as approved by the Financial and Administrative Committee, of a total amount of $9,645,048, and decided to propose to the International Labour Conference a draft resolution for the adoption of the budget for the forty-third financial period (1961) and the allocation of expenses amongst Members for 1961, in the following terms:

In virtue of the Financial Regulations, the General Conference of the International Labour Organisation passes for the forty-third financial period, ending 31 December 1961, the net budget of expenditure of the International Labour Organisation amounting to $9,645,048 and the budget of income amounting to $9,645,048 and resolves that the budget of income from Members shall be allocated among them in accordance with the scale of contributions recommended by the Finance Committee of Government representatives.

Eleventh Item on the Agenda
Report of the Allocations Committee
Scale of Contributions to the Budget for the Financial Year 1961.

The Governing Body adopted the proposal in paragraph 3 of the report and accordingly decided to recommend to the Conference that the scale of contributions adopted by it for the 1960 budget should be adopted without change for the 1961 budget, as set out in the Appendix to the report.

Fourteenth Item on the Agenda
Report of the Committee on Standing Orders and the Application of Conventions and Recommendations

Supplementary Note: Question Adjourned from the Report to the 143rd Session of the Governing Body.

Legal Protection of the Name of the Organisation.

Mr. Arnott proposed the amendment of the last paragraph of the draft resolution as set out in paragraph 9 of the Committee’s report to the 143rd Session of the Governing Body by the insertion after the words “without authorisation by the Director-General” of the words “or without authorisation in conformity with the law of member States”.

He regretted that it had not been possible for him to give advance notice of this amendment. The Australian Government attached great importance to it, as it was contemplating legislation, and had already taken certain action, in connection with trade mark regulations.

The Director-General said that this proposal raised an important point which had not been considered by the Committee. If Mr. Arnott pressed his amendment it would be necessary for the Office to examine the legal aspects in detail and for the Committee to give careful consideration to the question again before the Governing Body took a decision. The matter was not one of great urgency.

The Governing Body decided to refer the question of the legal protection of the name of the Organisation back to the Committee on Standing Orders and the Application of Conventions and Recommendations for examination at its next session of the amendment proposed by Mr. Arnott.

Application of Conventions and Recommendations


The Governing Body approved the recommendation in paragraph 2 of the report.

Form for the Annual Report on the Plantations Convention, 1958 (No. 110).

The Governing Body approved the recommendation in paragraph 4 of the report.

Supply of Reports in 1961 on Unratified Conventions and on Recommendations (Article 19 of the Constitution).

The Governing Body approved the recommendation in paragraph 6 of the report.

Possible Modifications of Present Arrangements regarding Periodical Reports on the Working of Conventions.

The Governing Body approved the recommendation in paragraph 13 of the report.
Standing Orders

Number of Ratifications Required to Bring International Labour Conventions into Force.

The Governing Body took note of this section of the report.


Mr. Goroshkin drew attention to the fact that, under the present procedure, members of the Governing Body received the agenda and documents of the Governing Body too late for members to study them carefully and obtain the necessary instructions from their governments. The U.S.S.R. Government representative had raised this point at the last session of the Governing Body, but, although he had received a favourable reply, the situation had not changed. He had himself raised the matter in a meeting of the Government group, which had, he believed, been sympathetic towards his views and had wondered whether there were any practical means of solving the problem. He considered that members of the Governing Body should receive the agenda two months, and the documents six weeks, before the opening of the session, and he was prepared to make a formal proposal for the amendment of the Standing Orders along these lines, if the majority of the Governing Body concurred.

The Director-General said that he had been able to look into the question because of Mr. Goroshkin's courtesy in giving him prior notice of it. The present text of article 9 of the Standing Orders stipulated that members of the Governing Body should receive the agenda "not less than 14 days before the date of the meeting". In practice, however, the agenda was always forwarded with the letter of convocation very shortly after the close of the previous session; thus, for the 144th Session it had been circulated on 16 December, two-and-a-half months before the opening of the session, and another copy had been sent out as a Governing Body document on 20 January. Practical problems would be involved if a rigid time limit of two months were to be fixed. He would be prepared to give further consideration to the matter, however, with a view to seeing whether it might be desirable to refer the question to the Standing Orders Committee or some other committee for examination.

Mr. Goroshkin asked the Director-General, in his further consideration of the matter, to give particular attention to the importance of circulating the documents much earlier than had been the case hitherto.

Fifteenth Item on the Agenda

Proposals relating to an International Vocational Training Information and Research Centre to Be Established by the I.L.O. in Co-operation with the Council of Europe

The Governing Body noted that the Director-General was not yet in a position to submit proposals on this question.

The sitting was suspended at 11.20 a.m. and resumed at 11.45 a.m.
Mr. Barboza-Carneiro thanked the Governing Body on behalf of the Brazilian Government and Mr. Helio Lobo's family for the sympathy expressed on the death of this distinguished representative of his country.

The Governing Body requested the Director-General to convey its sympathy to the families of Mr. Helio Lobo, Mr. Albert Deveze and Mr. Leifur Magnusson.

II. Composition of the Governing Body.

III. Progress of International Labour Legislation.

IV. Internal Administration.

V. Publications.

The Governing Body took note of these sections of the report.

SECOND SUPPLEMENTARY REPORT

Representation of the I.L.O. at the International Conference on Safety of Life at Sea (London, May-June 1960)

The Governing Body adopted the proposal in paragraph 8 of the Second Supplementary Report.

THIRD SUPPLEMENTARY REPORT

Reproduction in Conference Reports of Replies of Governments to Questionnaires

The Governing Body took note of the Third Supplementary Report.

FOURTH SUPPLEMENTARY REPORT

Procedure for the Appointment of Committees by the Conference

Mr. Waline said that the position of the Employers' group concerning the Appeals Board was well-known and had been restated in the discussion of the budget estimates. The Employers' group regarded the procedure as illegitimate, and therefore dissociated itself from any action that the Governing Body might take on this matter.

The Governing Body adopted the proposals in paragraphs 6 and 7 of the Fourth Supplementary Report.

FIFTH SUPPLEMENTARY REPORT

Communication to the Governing Body

Resolution concerning the International Labour Organisation, adopted by the Sixth World Congress of the International Confederation of Free Trade Unions (Brussels, 3-11 December 1959).

The Governing Body took note of the Fifth Supplementary Report.

SIXTH SUPPLEMENTARY REPORT

Report by the Officers of the Governing Body concerning Requests by Non-Governmental Organisations to Be Represented by Observers at the 44th (1960) Session of the International Labour Conference

The Governing Body adopted the recommendation in paragraph 3 of the Sixth Supplementary Report.

SEVENTH SUPPLEMENTARY REPORT

Participation of Non-Metropolitan Territories as Observers in the 44th (1960) Session of the International Labour Conference

Mr. Purpura said that the Italian Government wished Somalia to be invited to send a tripartite observer delegation to the 44th (1960) Session of the Conference.

Mr. Hauck asked that the Governing Body, as in previous years, should give its approval in advance to any requests which might be made by the French Government for the participation of States from the French Community as observers at the 44th (1960) Session of the Conference.

The Governing Body agreed—

(a) that the following territories should be invited through the metropolitan State concerned, to send tripartite observer delegations to the 44th (1960) Session of the International Labour Conference: Belgian Congo; Federation of Nigeria; Federation of Rhodesia and Nyasaland; Singapore; Italian Trust Territory of Somaliland; Federation of the West Indies; Ruanda-Urundi;

(b) that a similar invitation should be extended to Sierra Leone in the event of a supplementary request being received on behalf of this territory from the United Kingdom Government, and to any territories in respect of which supplementary requests might be received from the French Government.

Twelfth Item on the Agenda

Report of the Committee on Industrial Committees

I. Proposal to Replace the Minutes of the Committee on Industrial Committees by a Full Report.

The Governing Body took note of this section of the report.

II. Sixth Session of the Building, Civil Engineering and Public Works Committee.

The Governing Body adopted the recommendations in paragraphs 8, 10, 12, 16, 20, 23, 25 and 26 of the report.

III. Fifth Session of the Advisory Committee on Salaried Employees and Professional Workers.

Mr. Bergenström asked for an explanation on a point which he had raised in the Committee on Industrial Committees. At the Fifth Session three non-governmental organisations, which had been invited by the Governing Body, had not been represented, but four others, regarding which no decision appeared to have been taken by the Governing Body, had been represented. On what basis had those organisations attended the meeting?

The Director-General said that as the requests of the organisations in question had been received after the Governing Body session, he had, according to longstanding practice, consulted the Officers of the Governing Body who had given their unanimous consent in respect of each of the four organisations, having satisfied themselves that these organisations had a legitimate interest in the meeting.
Mr. Waline said that the Officers of the Governing Body often had to deal with a large number of requests from organisations, the representative character of which was not always sufficiently well known to them. It was regrettable that some of these organisations, having requested and received an invitation, had not availed themselves of it. It would be desirable for the Officers of the Governing Body to be informed if a request to attend another meeting were made by one of the absentee organisations. Generally speaking, the Governing Body should take care to avoid committees being invaded by so many observers that they were sometimes as numerous as the members of the committee.

Sir Alfred Roberts agreed with the remarks that had been made regarding organisations which, having requested an invitation, failed to send a representative. On the other hand, as long as the Advisory Committee had to cover so large a variety of workers and was not broken down into its constituent parts, it was necessary and inevitable that its meetings should continue to be followed by observers from all the interested circles.

The Governing Body adopted the recommendations in paragraphs 33, 35, 37, 39, 41, 43 and 45 of the report.

Subject to the abstention of the Employers’ group, the Governing Body adopted the recommendation in paragraph 49 of the report.

The Governing Body adopted the recommendation in paragraph 52 of the report.

IV. Coal Mines Committee: Questions Arising out of the Seventh Session.

Proposals concerning the Convening of a Tripartite Technical Meeting to Study the Social Consequences of the Present Situation in the Coal-Mining Industry.

Mr. Josz said that he had forwarded to the Office a correction, relating solely to matters of drafting, to the text of paragraph 58 of the report. He had not been able to make this correction before the adoption of the report.

The Governing Body adopted the recommendations in paragraphs 64, 71, 72 and 74 of the report.

Sir Alfred Roberts recalled that the decision taken on paragraph 64 was that the tripartite technical meeting should be held as soon as possible, and he expressed surprise at the proposal in paragraph 77 that it should not be convened until 1961. The situation of thousands of miners would become even more serious in the meantime. While the Office programme was heavy, and no relevant budget provision existed in 1960, the Worker members considered that, in view of the urgency of the need, the meeting should be held in the current year, the necessary supplementary credit being financed, as had been done in other cases, from savings in the budget or by withdrawal from the Working Capital Fund.

The Director-General said that the situation as described in paragraph 76 was due to the very heavy workload of the Office rather than to financial difficulties. He saw no alternative to delaying the meeting until 1961.

The Governing Body adopted the recommendation in paragraph 77 of the report.

Proposed Action on Safety in Mines.

The Governing Body took note of this section of the report.

V. Meetings of Industrial and Analogous Committees in 1961.

Mr. Ribeiro da Cunha said that the Portuguese Government had sent a letter to the Director-General explaining its preoccupations concerning the composition of the Inland Transport Committee. One of the items on the agenda of the Seventh Session of the Committee would be the general conditions of work of railwaymen, and two or three of the longest railways in the world, located in Africa, were Portuguese, as also were four of the largest African ports. He therefore hoped that the Director-General would give careful consideration to the arguments of the Portuguese Government in this connection.

Sir Alfred Roberts, referring to paragraph 88 of the report, regretted the postponement of a decision on the agenda of the Inland Transport Committee, requested by the Employer members for purposes of consultation. As indicated in the document, the two technical questions proposed resulted from almost unanimous recommendations made to the Governing Body in 1957 by the Inland Transport Committee. Postponement of a decision on the agenda until May would place a very heavy burden on the Office in completing the reports for circulation within the time limit required by the Standing Orders, and this involved the further danger of a decision that the meeting could not be held at the appointed time. An effort should be made to avoid this type of situation. He would not press for an amendment to the Committee’s recommendation, but hoped that in future the Employers’ group would be ready to take decisions when they were proposed by the Office. He understood from the last sentence of paragraph 85 of the report that, should the reports for the Inland Transport Committee be late, the Employers’ group would not object to the holding of the meeting at the date fixed.

Mr. Bergenström said that the Employer members did not try to delay meetings or procedures. They had received the relevant Office document only on arriving in Geneva. They were in duty bound to examine carefully any proposals which were made and to hold the necessary consultations. The position taken by the Committee on Industrial Committees, having regard to the statement of the Director-General’s representative, as recorded in paragraph 87, was the only reasonable one.

The Governing Body adopted the recommendation in paragraph 88 of the report.


Mr. Aslanyan confirmed the statements made by the U.S.S.R. Government representative in the Committee on Industrial Committees. These Committee were an essential factor in the Organisation’s activities. They made it possible to study in detail particular problems, and facilitated a change of view and contacts between representatives from different countries. The growing interest of governments and workers in the Industrial Committees was demonstrated by the fact that at the last session of the
Governing Body there had been more requests for membership than seats available. This interest was also shown in the Conference resolution, which had been submitted by the Workers' delegates of Czechoslovakia and Poland. It was therefore necessary to expand the activities of these Committees, because at present they could not meet as often as was desirable, as many requests for membership could not be satisfied, and because many important branches of activity were still not covered. Other procedural defects should be remedied. Thus, at the present time the Financial and Administrative Committee discussed budgetary provisions for meetings of Industrial Committees before the Committee on Industrial Committees had made any recommendation regarding the convening of such meetings. The resolution should make it possible to take action which would have regard to these considerations. He therefore proposed that the Director-General should be requested to examine the question on the basis of the creation of new Industrial Committees and to report to an early session of the Governing Body.

Mr. Handl said that the Czechoslovak Government also attached great importance to the Industrial Committees and considered that their activities should be expanded, having regard to all the other requests made by the international trade union organisations. He was sure that many other members, particularly in the Workers' group, would agree with this view. He supported the proposal which had just been made by the U.S.S.R. Government representative.

Sir Alfred Roberts recalled that the Workers' group had, for many years, been urging that there should be an expansion of the activities of Industrial Committees, and therefore he did not wish to oppose the proposal. However, he recalled the reservations expressed by the U.S.S.R. Government representative concerning a paragraph in the report of the Financial and Administrative Committee providing for an increased credit to cover the expanded membership of one of the Industrial Committees. It was not possible to consider expanding the activities of Industrial Committees without taking into account both staffing and financial questions.

The Director-General said that he would be very glad to examine the proposal of the U.S.S.R. Government representative.

The Governing Body adopted the recommendation in paragraph 95 of the report.

VII. List of Industries Which Might Be Selected for "Ad Hoc" Meetings.

VIII. Preparatory Working Group for the "Ad Hoc" Civil Aviation Meeting.

The Governing Body took note of these sections of the report.

IX. Other Questions.

Sixth Session of the Petroleum Committee: Representation of Non-Governmental Organisations.

The Governing Body adopted the recommendation in paragraph 106 of the report.

Invitation of Observers to the "Ad Hoc" Civil Aviation Meeting.

The Governing Body adopted the recommendation in paragraph 108 of the report.

The sitting closed at 12:45 p.m.

Ernst Michanek.
The Governing Body was composed as follows:

Chairman: Mr. Michanek.

Mr. Aga, Mr. Ahmad, Mr. Ambeke, Mr. Barboza-Carneiro, Mr. Bergenstrom, Mr. Bothereau, Sir Lewis Burne, Mr. de Castro, Mr. Clausen, Mr. de Bock, Mr. Erban, Mr. Erdmann, Mr. Faupl, Mr. Ghayour, Mr. Goroshkin (replaced during part of the sitting by Mr. Borisov), Mr. Hamid Ali, Mr. Hauck, Mr. Haythorne, Mr. Heinrici, Mr. Josz, Mr. Lodge, Mr. Lucia, Mr. Merani, Mr. Mishiro, Mr. Mochi-Onori, Mr. Nielsen, Mr. Oshima, Mr. Parker, Mr. Pequeno, Mr. Pereira, Mr. Richter, Sir Alfred Roberts, Mr. Rossetti, Mr. Ben Seddik, Sir Richard Snedden, Mr. Soto, Mr. El Uomari, Mr. Waline, Mr. Yllanes Ramos, Mr. Yü.

Sixteenth Item on the Agenda
Composition and Agenda of Committees and of Various Meetings (concl.)

Permanent Agricultural Committee.

Composition.

Mr. Waline pointed out that the Employers' group had nominated three substitutes, and hoped that they would be called upon if necessary.

The Governing Body adopted the proposals in paragraph 31 of the Office document.

Seventeenth Item on the Agenda
Report of the Director-General (concl.)

First Supplementary Report

Programme of Publications

Mr. Erban said that the Office's publications contained interesting matter, but would gain in importance if they always derived their information from objective sources. It would be most useful to national authorities, institutions and workers' organisations if the I.L.O. were to publish bibliographical summaries; these might be issued regularly in a special appendix to the International Labour Review, thus providing a complete catalogue of information relating to the various sectors of social policy. The section on social insurance might be prepared with the co-operation of the International Social Security Association, which had access to documentation published by the local social insurance institutions. When the International Institute for Labour Studies was established its documentation centre might be made responsible for distributing publications to those who were interested. States Members might supply a certain number of new publications, free of charge, which could be sold by the Institute, thus helping to finance it. He hoped that the Director-General would take the advice of experts on these suggestions, which he would submit in writing in somewhat more detail.

He suggested that the Director-General might submit to the Governing Body regular reports on the I.L.O.'s publishing activities and projected publications.

Mr. Rossetti said that the report was of considerable interest. He agreed, first, with the suggestion in paragraph 28 that the publication of Industry and Labour might be discontinued and the material which now appeared in it distributed among other publications; however, while he noted the proposal that the Official Bulletin should appear at regular intervals, this reorganisation would only be acceptable on condition that publication of current information about the activities of the I.L.O. did not as a result fall into arrears. Secondly, he agreed with the suggestion made in paragraph 27 that the practical rather than the theoretical elements in the publications programme should be increasingly stressed.

The publications programme being one of the more important aspects of the Office's work, it might be desirable for the Governing Body to be provided with a similar document at intervals of, for example, three years so that the programme might be kept under regular review.

Mr. Haythorne welcomed the proposals in the document as being generally constructive, and, in particular, the proposal for a new publication to be devoted to recording the work of the Organisation on a regular basis, thus freeing the International Labour Review for general articles and information on important developments in particular countries. It might be desirable for the proposed reorganisation to be made the occasion for a more vigorous circulation programme, to provide for a wider dissemination of I.L.O. publications, on a basis of payment in some instances. He agreed with the suggestion that the Governing Body might undertake a regular review of the publications programme, perhaps every three years, and in the broader perspective of the I.L.O.'s over-all information programme.

Mr. Erban's suggestion concerning bibliographies might prove to be expensive, and should be looked at in the light of the fact that bibliographies were already included in many I.L.O. reports.

Mr. Waline agreed that it might be useful for part of the present content of Industry and Labour to be published regularly in the Official Bulletin. It would be essential, however, for the Official Bulletin in its
new form to continue to contain the reports of the Committee on Freedom of Association. He drew attention to the value of the Legislative Series and to the suggestion already made that its usefulness would be increased if laws were published as soon as they were available in any one language, so as to avoid the delay involved in waiting until they could be published simultaneously in the three languages.

Finally, he appealed for more of the type of serious monographs devoted, for example, to the social situation or to industrial relations in a particular country, which the I.L.O. used to publish in the past, and which had retained their full value. These had gradually been squeezed out by reports of Industrial Committees and other meetings. He hoped that the Office might once again find time for this kind of serious research work.

Mr. Mori said that the Workers' group was opposed to the discontinuance of Industry and Labour and the absorption of the material previously published in it into the International Labour Review and the Official Bulletin. The International Labour Review was designed for a very different public, and the Official Bulletin, as its name implied, was intended to record only the official documents of the Organisation. Industry and Labour, on the other hand, was a most useful instrument for the international publicising of social developments, giving as it did objective summaries which were widely used and appreciated by trade union organisations. The Workers' group therefore urged that Industry and Labour should be maintained, but that an effort should, perhaps, be made to speed up the publication of the accounts it contained of meetings on social policy held throughout the world, such as congresses of workers' and employers' organisations.

Mr. Merani said that, as the document contained no reference to the very useful publications issued by the Branch Offices, he would appreciate an assurance that it was not intended to curtail such publications. On the contrary, it was desirable to develop them. It was necessary that the material published by the I.L.O. should reach the masses of the people who took an interest in the I.L.O.'s work and whose opinion formed the best support of democracy.

Mr. Borissov said that the publications of the I.L.O. were valuable sources of information for those who had to deal with problems of social policy in the various countries. However, the Constitution required that the information published should reflect the exact position in all States Members, and this had not hitherto been done. In particular, the information published concerning the Soviet Union was inadequate. Furthermore, he supported Mr. Erban's remarks concerning impartiality; he had had to draw the Director-General's attention to the lack of objectivity concerning the Soviet Union in certain I.L.O. publications. He hoped that the necessary steps would be taken to ensure full impartiality in the future.

It was also desirable that news of the legislative and other measures taken by the various countries in the sphere of social policy be published with less delay than at present, and that the emphasis given in the I.L.O.'s publications to practical measures should be strengthened. Certain articles concerning workers' education or productivity, for instance, had not been sufficiently practical. He therefore agreed with the Workers' group to the extent that he thought it would be premature to discontinue Industry and Labour, since this was a publication which could disseminate such practical information fairly quickly; it was also, because of its low cost, more accessible to a broad reading public.

He agreed that it would be desirable for the Governing Body to receive a periodical report on the publications programme, perhaps more often than once every three years. This could be done in a special section in the Director-General's Report. He would also appreciate the Director-General's giving consideration to providing for a discussion at a forthcoming session of the Governing Body of the Office's programme of special publications during the next few years, so that members of the Governing Body might give their views and suggestions. In conclusion, he supported Mr. Erban's proposal concerning bibliographies.

Mr. Botherneau appealed for the preservation of Industry and Labour, which in its present form was particularly suitable for consultation by trade unionists and workers generally. At a time when the Office was making special endeavours in other fields of education and social studies, it would be depriving itself of an important means of achieving its objectives if it were to discontinue this publication. An attempt should rather be made to improve it by publishing the very useful accounts of meetings more promptly.

Mr. Lodge supported the proposals in paragraph 28 of the report, which would not involve the complete abolition of Industry and Labour, but its combination with the International Labour Review and also the expansion of the Official Bulletin. He agreed with Mr. Haythorne that while bibliographies were useful, there were many already in existence, and the need for such a publication must be considered in the general context of the Office's resources for publications.

With regard to the objectivity and completeness of the Office's publications, he had been favourably impressed in this respect; it must be borne in mind in this connection that the publications must be dependent on the objectivity and completeness of the information made available to the I.L.O.

Mr. Waline said that objectivity was not necessarily respect for official versions of the facts. He would be interested to know what specific criticisms of lack of objectivity in particular publications the Government representatives of Czechoslovakia and the U.S.S.R. had in mind.

The Director-General said that whenever criticisms had been made to him of any parts of I.L.O. publications, the complaints had been examined and the necessary adjustments made where they were justified. He had suggested this procedure to the representative of the U.S.S.R. Government who had agreed to list his specific criticisms. If these were found to be objectively justified, corrective measures would be taken. If not, as Director-General, he would have to stand by the facts as they had been published and, in the event of a continuing difference of opinion, bring the matter to the attention of the Governing Body as the final arbiter. He hoped that the Governing Body would, for the time being, be content with this procedural explanation, and that in future, as in the past, criticisms would be made in the first instance to the Director-General, rather than from the floor of the Governing Body.
He would examine Mr. Erban's proposal concerning the publication of bibliographical summaries to see whether it would be feasible and profitable. While it had been traditional that the Director-General was responsible for publications, he would welcome the regular submission of a paper to the Governing Body, listing present and projected publications with a view to obtaining guidance and criticism. He would pursue this suggestion with a view to the preparation of such a regular document. Mr. Rossetti could be assured that the elimination of Industry and Labour would not lead to the publication of information on the current activities of the I.L.O. falling into arrears, but, in view of the criticism to which this proposal had given rise, he would examine the problem further to make sure that the interests and wishes of all parties were respected. It had certainly not been intended that any information would cease to be published; the object was that it should be grouped more conveniently. In reply to Mr. Haythorne, ways and means of increasing the circulation of the Office's publications were constantly under review. In reply to Mr. Waline, it was intended that the reports of the Committee on Freedom of Association should continue to be published in the Official Bulletin.

With regard to the point raised by Mr. Merani, there was no question of discontinuing Branch Office publications; if a budgetary item had been deleted that was merely a bookkeeping matter. It was, however, his responsibility to ensure that Branch Office publications fitted into the policies of the Organisation as a whole, and if any strains had arisen they were due entirely to this necessity for control. He would take into account all the other points which had been raised during the discussion.

Mr. Mōri thanked the Director-General for having undertaken to give careful consideration to the maintenance of Industry and Labour. He drew the attention of the Governing Body to the importance of publicity as a means of spreading a knowledge of the I.L.O.'s publications. He had in mind not necessarily paid advertisements, but bibliographical summaries which he was sure would willingly be published by trade union and other papers. The African Labour Survey, for instance, was the type of publication for which the widest possible circulation should be ensured in this way.

Mr. Fennema, referring to a point raised by Mr. Waline, asked the Director-General whether it would not be possible to change the system of issuing the Legislative Series so that laws which were of English, French or Spanish origin could be published immediately, with the translations following later.

The Director-General said that he would investigate the practical difficulties and inform Mr. Fennema of the result.

Mr. Waline appreciated the practical difficulties occasioned by the need to co-ordinate translations, and stressed that the request related particularly to texts which appeared in the first instance in English, French or Spanish.


Statement on behalf of the Government Group concerning the Organisation of Entertainment during Sessions of the Conference

Mr. Ago said that the Government group had asked him to inform the Governing Body that it had established a committee of six Government members, under the chairmanship of Mr. Rossetti, to examine the possibility of rationalising and reducing the number of receptions held during the International Labour Conference, so as to lighten the increasing burden placed on delegates as the number of persons attending the Conference, and hence the number of receptions, continued to grow. The committee would be submitting its suggestions to the Director-General so that he could communicate them to governments.

EIGHTEENTH ITEM ON THE AGENDA

Inter-American Study Conference on Labour-Management Relations.

Mr. Pequeño pointed out that the decision taken at the 143rd Session of the Governing Body required that the meeting should be entitled in Spanish "Congreso Interamericano de Relaciones de Trabajo" and in English "Inter-American Study Conference on Labour-Management Relations". The terminology used in both the English and Spanish documents submitted to this session of the Governing Body should therefore be corrected in accordance with that decision.

The Workers' group had approved the proposals for the meeting on the basis of the statement in the document submitted at the 143rd Session that governments would be invited to select their representatives from among officials of the Ministry of Labour, members of employers' and workers' organisations and representatives of research and educational institutions dealing with labour-management relations. It would have been desirable for the present document to have indicated that the meeting would follow this tripartite pattern. He thanked the Government of Uruguay for its kind invitation.

Mr. Yllanes Ramos pointed out that in French the meeting was entitled "Cycle d'études". Moreover, while the document submitted to the 143rd Session of the Governing Body mentioned, in its Spanish version, the attendance of delegations, it had been specifically provided that the meeting would not adopt any formal conclusions. It was therefore clear, first, that the meeting was intended to be a seminar and should be so entitled, and not a congress or conference; and second, that no delegations would be appointed, but simply participants. As so constituted, the meeting would be of interest and could do useful work. With regard to the proposed date of the meeting, this would overlap with the proposed provisional dates of the 147th Session of the Governing Body; this was undesirable, as members of the Governing Body might wish to attend the meeting, particularly in view of the importance of the items on its agenda.

Mr. Soto supported the remarks of Mr. Yllanes Ramos concerning the title of the meeting and urged that the titles, in the three languages be brought into line.

The Chairman said that the Office would ensure that the titles of the meeting in the different languages were brought uniformly into line with the type of meeting decided upon by the Governing Body at its 143rd Session.

The Governing Body adopted the proposal in paragraph 4 of the Office document.
Sir Alfred Roberts requested that, before fixing the date of the Asian Advisory Committee, the Director-General should consult members of the Committee as to whether the meeting should be held before or after the Governing Body session.

Mr. Ambekar said that some members of the Asian Advisory Committee would have engagements immediately after the Governing Body session.

The Chairman said that consultations would take place. It would be necessary to take account of the fact that some members of the Governing Body would be participating in the meeting of the Asian Advisory Committee, whereas others might wish to attend the Inter-American Study Conference on Labour-Management Relations.

The Governing Body adopted the proposal in paragraph 5 of the Office document.

**Nineteenth Item on the Agenda**

**Appointment of Governing Body Representatives on Various Bodies**

Ninth Session of the Permanent Inter-American Committee on Social Security (Mexico City, 24-26 March 1960).

The Governing Body decided to be represented at the Ninth Session of the Permanent Inter-American Committee on Social Security by a delegation of three persons. On proposals from the three groups, the Governing Body appointed its delegation as follows:

- **Government group:** Mr. De la Fuente Locker (Peru).
- **Employers' group:** Mr. Yllanes Ramos.
- **Workers' group:** Mr. Sanchez Madariaga.

“Ad Hoc” Civil Aviation Meeting (Geneva, 25 September-7 October 1960).

The Governing Body decided to defer the appointment of its delegation until after the Governing Body elections to be held during the 44th (1960) Session of the International Labour Conference.

Sixth Session of the Petroleum Committee (Geneva, 25 April-6 May 1960).

Sir Alfred Roberts said that neither the titular nor the substitute member of the Governing Body delegation nominated by the Workers' group could attend this meeting. The Workers' group accordingly now proposed Mr. De Bock as its representative.

The Governing Body adopted this proposal.

Mr. Waline said that the Employers' group would shortly submit a nomination for a substitute representative.

**Twentieth Item on the Agenda**

Date and Place of the 145th and 146th Sessions of the Governing Body

The Governing Body adopted the proposals in paragraph 2 of the Office document and took note of the information in paragraph 3.
motions on various subjects distributed during a session of the Governing Body, since if the present occasion constituted a precedent, it might be open to any member of the Governing Body at any time to request the Governing Body to take a decision on any document whatsoever. The Governing Body had an established agenda, and if it was to work properly it must follow certain rules.

Mr. Haythorne suggested that the procedural question be discussed before there was any discussion of substance.

Mr. Rosetti supported Mr. Haythorne's suggestion.

The discussion was adjourned to the next sitting.

The sitting closed at 6 p.m.

Ernst Michanek.
MINUTES OF THE SEVENTH SITTING

(Friday, 4 March 1960—10 a.m.)

The Governing Body was composed as follows:
Chairman: Mr. Michanek.
Mr. Agó, Mr. Ahmad, Mr. Ambekar, Mr. Barboza-Carneiro, Mr. Bergenström, Mr. Claussen, Mr. de Castro, Mr. de Bock, Mr. Ehrman, Mr. Faupl, Mr. de la Fuente Locker, Mr. Ghaour, Mr. Goroshkin, Mr. Hamid Ali, Mr. Hauck, Mr. Haythorne, Mr. Heinrici, Mr. Josz, Mr. Lodge, Mr. Lucio (replaced during part of the sitting by Mr. Bravo Caro), Mr. Merani, Mr. Mihira, Mr. Mochi-Onori, Mr. Nielsen, Mr. Oshima, Mr. Parker, Mr. Pequeno, Mr. Richter, Sir Alfred Roberts, Mr. Rossetti, Mr. Ben Seddik, Sir Richard Snedden, Mr. Soto, Mr. el Uomari, Mr. Waline, Mr. Yllanes Ramos, Mr. Yū.

THIRTEENTH ITEM ON THE AGENDA

Report of the International Organisations Committee (concl.) 1

The Chairman recalled that, in connection with the section of the report of the International Organisations Committee dealing with the Fourteenth Session of the General Assembly of the United Nations, Mr. Goroshkin wished to make some comments and to introduce a draft resolution.2

Mr. Waline protested, on behalf of the Employers' group, that the draft resolution was out of order since it dealt with a matter which was not on the agenda. It should have been submitted first to the International Organisations Committee.

Mr. Goroshkin, speaking on the procedural aspect, said that he considered himself quite in order in submitting the resolution to the Governing Body since article 15 of the Standing Orders provided that any member might move resolutions in writing and that, whenever possible, the text should be distributed before being put to the vote. It was unfortunate that the short covering letter, in which it was pointed out that the matter was being raised in connection with the report of the International Organisations Committee, had not also been circulated.

After a procedural discussion in which Messrs. Rossetti, Goroshkin, Ehrman, Lodge, Haythorne, Sir Alfred Roberts, Messrs. Waline, Merani, el Uomari, and the Chairman took part, the Chairman ruled that the draft resolution should be referred to the International Organisations Committee at its next session without further discussion.

It was so decided.

The sitting adjourned at 10.40 a.m. and resumed at 11.05 a.m.

Mr. Goroshkin protested against the Chairman's ruling. A proposal had been submitted and supported; he therefore insisted that it be put to the vote.

Mr. Waline suggested that it was contrary to the Standing Orders for any member of the Governing Body to reopen a discussion which had been closed by the Chairman. He therefore asked that Mr. Goroshkin be not allowed to speak further on this question, on which the Chairman had given his ruling.

Sir Alfred Roberts agreed that when the Chairman had given his ruling the matter was disposed of. He believed it was the first time in the history of the Organisation that the Chairman's ruling had been challenged, if that was what was being attempted.

FIFTH ITEM ON THE AGENDA

Report of the African Advisory Committee (First Session, Luanda, 30 November—10 December 1959) concl. 1

SEVENTH ITEM ON THE AGENDA

Committee of Experts on Social Policy in North African Countries (concl.) 1

The Chairman recalled that, as a result of the earlier discussion of these items, the Governing Body had three proposals before it. The first concerned the agenda of the African Regional Conference, which all speakers seemed prepared to accept. The second was about the composition of the Conference, which some thought should be all-African while others felt that this first session of the Conference should be restricted to countries south of the Sahara. The third was Mr. Lodge's proposal to postpone the decision on composition to the next session.

1 See above, Minutes of the Third and Fourth Sittings, pp. 23-28 and 29-31.
Mr. Lodge said he would now be prepared to withdraw his proposal, but he felt unable to do so as some of its supporters wished a decision to be taken on it.

Mr. Hauck had been very much struck by the fact that several members of the Governing Body appeared to doubt what was certainly true—that the peoples of Black Africa wished the Conference to be for countries south of the Sahara. At the same time, many speakers had said that they were anxious to meet the desires of the African peoples. In order to allow time to test the will of the majority of the countries and territories of Africa, he supported Mr. Lodge's proposal to postpone a decision. The Director-General could then make an inquiry and report back to the Governing Body. He asked for a vote on this proposal.

Mr. Haythorne indicated that, if a vote were taken, his attitude would no longer be the same as he had suggested two days earlier.

Sir Alfred Roberts had thought that the issue of postponement need no longer be before the Governing Body and that a decision for an all-African conference could now have been taken without a vote. If a vote on postponement were taken, he hoped the proposal would be heavily defeated.

Mr. Kamel agreed and saw no need for postponement.

Mr. Yü hoped that, in view of Sir Alfred Roberts's statement at an earlier sitting that everything should be done to avoid political issues at the Conference, certain governments might have been able to reconsider their attitude, and that the Governing Body could now decide, without a vote, to hold an all-African conference. Perhaps a resolution might be passed urging that the Conference be non-political.

Mr. el Uomari believed that several governments had made use of the opportunity for reconsidering their attitude. He agreed that no political element should be injected into the discussions at the Conference. He believed, however, that any attempt to complicate matters or to postpone a decision at this stage would mean that political motives were still at work.

Mr. Goroshkin favoured an immediate decision that the Conference should cover the whole African Continent.

Mr. Merani was grateful to Sir Alfred Roberts for having suggested an interval for reflection. Members of the Governing Body had used that interval, and some of them were prepared to change their position in the light of the arguments that had been advanced. He therefore hoped that it would now be possible to achieve a greater measure of unanimity than had seemed attainable earlier.

By 12 votes to 23, with 5 abstentions, the Governing Body rejected Mr. Lodge's proposal that a decision on the composition of the African Regional Conference be deferred.

Mr. Waline, speaking as a Frenchman, pointed out that everyone knew that it was for political reasons that the Tunis meeting had not been held. One of the experts appointed by the Governing Body, on the proposal of the Employers' group, to represent France was an Algerian, born and brought up in that country and possessing all the necessary qualifications. There had been some talk of guarantees that politics would not be allowed to enter into the discussions at the African Regional Conference, and he would be happy to think that these guarantees would be effective. Would they cover a case such as he had mentioned if it should arise at a conference organised on an all-African basis?

Sir Alfred Roberts replied that he had not given, and could not give, any guarantee. He had said, however, that the Workers' group as a whole was vehemently opposed to the Conference being used for political purposes of any kind. A political question had been raised at the last Asian Regional Conference, and there was no means of avoiding such occurrences. But the North African workers would do everything possible to avoid complications arising out of the Algerian situation. The French Government could help by a wise selection of delegates. It was not a question of challenges against credentials, which would be dealt with by the appropriate committee. The Workers' group would do their best to see that the Conference was not used for political ends.

Mr. el Uomari thought that Mr. Waline was advocating the division of Africa for political reasons, ignoring economic and social factors. He pressed for a vote.

Mr. Kamel confirmed that the African Regional Conference would be considered a technical one.

Mr. Rossetti recalled that his Government thought it preferable to have a conference of countries south of the Sahara but recognised that there were valid arguments against that view. It was clearly desirable to avoid a split in the Governing Body on a matter of this kind. The assurances given by the Workers' group and by other members that they would do everything possible to ensure that, if the Conference were all-African, it would be a purely technical conference and would eschew political issues, were very valuable. No one, of course, could give a formal guarantee that politics would be kept out, but the assurances given could effectively limit the danger. The I.L.O. was launching out on a new activity of great importance to the African members and territories. Might it not be possible, therefore, to make the assurances rather more formal by incorporating them in the decision of the Governing Body? The United Kingdom Government had not changed its views, but in order to avoid a vote it would agree to an all-African conference.

Mr. Haythorne agreed with Mr. Rossetti and suggested that the Director-General might convey to the governments, in the letter of conviction, the views of all groups regarding the avoidance of political issues.

Mr. Josz said that the Belgian Government had, on technical grounds, favoured the holding of a first African conference for the countries and territories south of the Sahara. Certain speakers had pointed out that this could have undesirable psychological consequences. Various members had also emphasised that the proposed Conference was a very important milestone in the activities of the I.L.O. and in the social progress of the African peoples, and
that its success must not be endangered by political discussions. In the light of these considerations the Belgian Government, although it would have preferred to postpone the decision for the moment, would agree that the Conference be on an all-African basis and wished it every success.

Mr. Bravo Caro stated that the Mexican Government also favoured an all-African conference, in the confident hope that the I.L.O. would ensure that political questions would be avoided.

Mr. Hauch expressed deep appreciation of the sincere efforts made by the Workers’ group to make certain that political polemics would have no place at the Conference if it were held on an all-African basis. Nevertheless, there was no real guarantee that the Conference could be held in a calm atmosphere, although it was to be hoped that the optimists were justified. The French Government was convinced that political wrangles could only weaken the I.L.O. It was the value of the technical work of the Organisation which made it a force for peace and understanding. The French Government was bound by its Constitution to the Republics constituting the Community, and these Republics had made their attitude on the composition of the future Conference clear. He would not divide the Governing Body by asking a vote, but he put on record the natural reservations of his Government on this point.

Mr. Lodge thought the debate was an exceptional example of international co-operation, statesmanship and good sense, and was glad that an agreed decision seemed imminent.

Sir Richard Snedden asked whether it was clearly understood that, if a decision in favour of a pan-African conference were taken, it was the universal view of the Governing Body that the Conference should be a technical one and that, as far as humanly possible, politics should be kept out of it. It was also his understanding that this desire of the Governing Body would be conveyed in some effective way to the Conference before it met.

The Chairman agreed that this was the consensus of views of all who had spoken and that the Director-General would inform the various countries through the letter of convocation.

Mr. Soto pointed out that he had earlier favoured postponement of a decision because the views of all the peoples of Africa were not clearly known. It was now evident that the countries not represented at Luanda favoured an all-African conference, and he was glad that this view seemed likely to be accepted without a vote.

Mr. de Castro had, from the outset, favoured an all-African conference, and he was sure that the African peoples would see to it that the Conference did not fall through the introduction of extraneous questions.

Mr. Ago had earlier, on economic and social grounds, spoken in favour of a conference restricted to countries south of the Sahara. He had, however, stressed the need for a unanimous decision and one which met the desires of the African peoples. On reflection, several governments which were vitally interested had decided, in the interests of unanimity, not to press their views in favour of a conference limited to the area south of the Sahara. The Italian Government considered that the Governing Body should avoid a vote on this issue and should express its thanks to the governments which were making this sacrifice.

The sitting adjourned at 11.55 a.m. and resumed at 12.10 p.m.

Mr. Waline said that the Employers’ group was unanimous in supporting the views expressed by Sir Richard Snedden. Noting the assurances given by the Workers’ group and by certain governments, the Employers’ group expressed the hope that all employers, workers and governments concerned would make every effort to ensure that the Conference dealt strictly with technical matters and refrained from political activities.

The Chairman then called on the Governing Body to take decisions on the various points arising out of the report of the African Advisory Committee.


The Governing Body approved the agenda as set forth in paragraph 3 of the Office document.

Composition of the African Regional Conference.

The Governing Body decided that the geographical coverage of the Conference should be the whole of the African Continent.

Future Programme of the I.L.O. in Relation to Africa.

The Governing Body noted the programme as set forth in paragraph 7 of the document, it being understood that the Director-General would in due course make proposals for the agenda of the Second Session of the African Advisory Committee.

Committee of Experts on Social Policy in North African Countries.

The Governing Body noted the document submitted to it on this subject under item 7 of the agenda.

Mr. Ribeiro da Cunha wished, now that a decision had been taken, to make it clear that he persisted in thinking that it would have been wiser to have a conference for Africa south of the Sahara, as recommended by the Advisory Committee. The Portuguese Government therefore expressed very strong reservations regarding the decisions of the Governing Body.

Mr. Hauch said that he did not wish to create any bad feeling in connection with the postponement of the meeting which was to have been held in Tunis. He hoped, however, that it would be clearly understood in future that, if any government invited the I.L.O. to hold a meeting in its territory, it thereby undertook to accept the composition of the meeting as decided by the responsible bodies within the Organisation.

Point of Order on Item 13

Mr. Goroskin renewed his protest against the Chairman’s action on the draft resolution submitted in connection with item 13. It was a gross violation

1 See above, p. 48.
of international practice and of the Standing Orders and was not calculated to strengthen the spirit of co-operation which all those taking part in the work of the Organisation should strive to promote.

Mr. Erbati also disagreed with the Chairman's decision. The draft resolution had been submitted in accordance with the Standing Orders and had the support of the Czechoslovak Government. The Chairman was not entitled to decide what procedure should be followed. He protested against the fact that, when he had asked to speak, the Chairman had not called on him.

The session was declared closed at 12.20 p.m.

Ernst Michanek.
APPENDICES

APPENDIX I

Agenda

1. Approval of the minutes of the 143rd Session.
10. Reports of the Financial and Administrative Committee.
15. Proposals relating to an International Vocational Training Information and Research Centre to be established by the I.L.O. in co-operation with the Council of Europe.
16. Composition and agenda of committees and of various meetings.
18. Programme of meetings.
19. Appointment of Governing Body representatives on various bodies.
20. Date and place of the 145th and 146th Sessions of the Governing Body.
Introduction

1. The Governing Body at its 142nd Session (May-June 1959) decided to ask the Director-General to prepare for its consideration detailed plans concerning the aims, structure, staffing and financing of an international Institute for educational and related purposes in the field of labour studies; and appointed six of its members whom the Director-General could consult in the formulation of these plans.

2. The Director-General, following an exchange of ideas by correspondence, met with the members of the consultative group in Geneva on 6 and 7 November 1959. He also consulted the Secretary-General of the United Nations and the Director-General of the United Nations Educational, Scientific and Cultural Organisation and informed the members of the Administrative Committee on Co-ordination of the plans for the Institute. The educational and university authorities in the canton of Geneva have been kept informed throughout. The Director-General has also had contact with a number of educationalists and specialists in this field.

3. The Director-General wishes to express his gratitude for the helpful advice and assistance given to him by Messrs. Barboza-Carneiro, Lodge, Waline, Yllanes Ramos, Sir Alfred Roberts and Mr. Bothereau, the members of the Governing Body who were appointed to the consultative group. He would also like to acknowledge the valuable collaboration accorded him by the Secretary-General of the United Nations and the Director-General of U.N.E.S.C.O. The Director-General has taken account of the views expressed by members of the consultative group of the Governing Body in framing his present proposals.

4. The Director-General accordingly submits hereewith for consideration by the Governing Body a draft resolution for the establishment of an International Institute for Labour Studies. This draft resolution includes proposed regulations for the organisation and working of the Institute. The following paragraphs comment on and explain the provisions of these proposed regulations.

Aims and Functions

5. It is evident from the consultations which the Director-General has held that there is a wide measure of agreement on the need for an educational institute to promote a better understanding of labour problems in all countries. Special importance is attached to leadership training in the field of social problems and policy. Such leadership training could best be stimulated by bringing together people with experience of labour problems, so as to provide them with an opportunity to learn from each other while they study together. It might also be designed to attract personalities of recognised stature in their countries to discuss some important current issues of social policy.

6. At the outset, the Institute’s educational work would be conducted through study groups, which might work as seminars, each dealing with one or several major problems of labour policy. Such groups would be composed of carefully selected persons who had already acquired a certain experience of labour problems and were likely, because of their known ability, to rise to positions of greater responsibility in years to come. These persons would be drawn from a broad range of occupations—some from management, some from trade unions, some from government, others from the professions or the universities. The duration of such seminars would be long enough to permit of serious study and exchange of views, but short enough to be consistent with the responsibilities of the participants—perhaps eight weeks to three months, the length to be adjusted in the light of experience.

7. A number of fellowships or study grants would be at the disposal of the Institute to enable the candidates selected to travel to, and live in, Geneva for participation in study groups. Participation in study groups would be limited to those selected by the Director.

8. The round-table conferences referred to above would be of shorter duration than the study groups, and would be designed to attract personalities of recognised stature in their countries to discuss some important current issues of social policy.

9. Regional study groups or round-table conferences might also be organised under the auspices of the Institute.

10. The Institute would endeavour to draw upon the work done by many national universities and research centres for the study of labour problems and would also seek to encourage such case studies and field studies of specific problems in different countries as would be required better to understand the questions with which the Institute would deal in its educational work.

11. It would seem undesirable to burden the Institute with formal regulations concerning official languages. The purpose of its work, however, being to facilitate a genuine interchange of views and experience, it would be necessary, as a practical measure, to provide certain interpretation facilities. This would have to be decided by the Director in the light of the practical needs of each group and the resources of the Institute. The languages of interpretation would thus not necessarily always be the same as those employed by the I.L.O. for its official meetings.

Organisation

12. The chief characteristics of the proposed organisation may be briefly summarised. It is proposed that a Managing Board for the Institute be appointed by the Governing Body of the International Labour Office, and that this Board include a number of Governing Body members. The principal tasks of the Board would be to determine the programme of the Institute and, in general, to supervise its activities. An endowment fund would be created and the revenue from this fund would provide the resources for the Institute’s basic programme. The Institute’s assets would thus be quite separate from the other assets of the I.L.O. and its work would not be a continuing charge on the regular I.L.O. budget. An annual report on the programme and work of the Institute would be laid before the Governing Body for its information. The Governing Body might decide to discuss this report at its session each November. The budget
of the Institute, following its adoption by the Managing Board, would be submitted for approval to the Governing Body. A Director, who would be responsible to the Managing Board, would be appointed by the Director-General of the I.L.O. to run the Institute. An Advisory Committee of educationalists, specialists and other persons qualified by experience would be set up to assist the Director of the Institute in programme matters. In view of the general interest of both the United Nations and the United Nations Educational, Scientific and Cultural Organisation in the work of the Institute, permanent links with these organisations would be provided.

Managing Board.

13. The composition of the Managing Board is described in article II of the draft resolution. It will be noted that seven out of 15 members of the Board would be appointed by the Governing Body of the I.L.O. for terms of three years, from among persons of outstanding international experience having a knowledge of educational and labour problems and who are not members of the Governing Body. Nominations for these seven posts would, in the normal way, be submitted by the Director-General for consideration by the Governing Body. These members of the Board would serve in their individual capacities, not as representatives of their governments or organisations.

Advisory Committee.

14. The composition of the Advisory Committee is described in article III. The purpose of consultation with the Secretary-General of the United Nations and the Director-General of U.N.E.S.C.O. on the appointment of certain members of the Committee would be to secure advice as to the best possible candidates for appointment, the final choice resting, of course, with the Managing Board.

15. A meeting of members of the Advisory Committee might normally take place at least once a year, in connection with the consideration of the proposals for the Institute’s programme of work which would subsequently be submitted by the Director to the Managing Board. From time to time, joint meetings of the Managing Board with the Advisory Committee might be envisaged, so that those concerned in different capacities with the affairs of the Institute could discuss its affairs together. The Director would, of course, be able to consult members of the Advisory Committee at any time by correspondence. Some of the members of this Committee might be constituted as a special committee to assist the Director of the Institute in the selection of participants for study groups.

The Director.

16. In view of the importance of the appointment of the Director of the Institute, the Director-General would intend to consult privately with the Officers of the Governing Body and members of the Managing Board of the Institute before making an appointment.

Staff.

17. There might initially be a small permanent staff of up to six qualified persons to assist the Director in preparing the programme of the Institute and to take part in its educational activities. In addition, the Institute would rely to a large extent upon securing the assistance, on a short-term basis, of visiting professors and other qualified persons who might deliver courses of limited duration or be associated with the Institute’s work. In the composition of the staff, it would be desirable to include persons with practical experience as well as academic attainment.

Finance

General Provisions.

18. As already indicated, it is proposed that the activities of the Institute be financed outside the regular budget of the I.L.O. and that the work of the Institute would be best ensured on a continuing basis by the establishment of an endowment fund. It is therefore proposed to open an endowment fund and to solicit contributions, in the first instance from governments. The Managing Board would be empowered to accept contributions, gifts, legacies and grants from governments, institutions or private persons, provided that these contributions, etc., were for purposes in keeping with the aims and functions of the Institute.

19. In addition, special grants might be accepted from private foundations, etc., for special programmes or projects, additional to those in the basic annual programme financed from the revenue of the endowment fund.

20. It would be for the Managing Board in each case to consider the advisability of accepting grants either for the endowment fund or for special projects; a two-thirds majority of the Board would be required for acceptance.

21. The investments of the endowment fund would be made on the advice of an investments committee, which would be the same as that appointed by the Governing Body under the regulations of the I.L.O. Staff Pensions Fund to advise on the investments of that fund. The investments committee would submit an annual report to the Managing Board.

Capital Required for the Endowment Fund.

22. It is estimated that a minimum basic annual programme, including the cost of Institute staff, of two study group sessions consisting of 20 participants each and lasting eight weeks each and the provision of a limited amount of funds for research, information and publication purposes, would require an annual budget approaching $300,000. On this basis, it would be necessary for the endowment fund to have a minimum capital of approximately $10 million. It is felt, however, that the work of the Institute should be launched when the endowment fund reaches an amount equal to half this figure, i.e. $5 million.

Premises.

23. It is intended that the Institute be housed, initially, in the property "Les Fougères" until such time as the property may be transferred to the Institute. It will be recalled that the Governing Body at its 137th Session (October-November 1957) authorised the purchase of this property by the I.L.O., provided that the Director-General’s negotiations with the present owners resulted in a proposal deemed satisfactory by the Officers of the Governing Body.

24. As indicated above, the work of the Institute would not be launched until the endowment fund had reached a level of $5 million.

25. However, between the time of the establishment of the Institute and the beginning of its work on a continuing basis, considerable preparatory work would be necessary, including the soliciting of contributions to the endowment fund, the preparation of the premises, the planning of programmes, etc.

26. In the preparatory or transitional period appropriate minimum staff and related facilities would be required. It is suggested that the funds required for this preparatory work should be provided by the inclusion in the 1961 I.L.O. regular budget of a non-recurring credit for a grant to the Institute. Preparatory action for the Institute, undertaken on the basis of the grant from the I.L.O. regular budget, would be controlled by the Director-General of the I.L.O. under the authority of the Governing Body.

1 See Minutes of the 137th Session of the Governing Body, p. 81.
Points for Decision by the Governing Body

27. It is proposed that the following decisions be taken by the Governing Body:

(a) that the draft resolution for the establishment of the Institute, annexed to the present paper, be approved;

(b) that the Director-General be authorised to open a special suspense account into which contributions to the endowment fund for the Institute might be paid. Acceptance of such contributions would be conditional upon the authorisation of the Governing Body, pending such time as the Managing Board of the Institute is formally constituted;

(c) that the Governing Body transmit its above-mentioned resolution to the International Labour Conference at its next session so that the Conference may take note of the establishment of the Institute and the arrangements for its work.

Supplementary Note

Statement by the Representative of the International Federation of Christian Trade Unions

Through an error, the representative of the International Federation of Christian Trade Unions was not called upon to speak during the discussion of Item 2. The following statement is therefore being circulated with the consent of the Officers of the Governing Body.

The International Federation of Christian Trade Unions wishes to congratulate the Director-General on having taken the initiative in setting up an International Institute for Labour Studies. We are glad to assure him that we fully support this initiative and that we concur entirely in the proposals put forward in the document before the Governing Body.

There are just one or two additional remarks which we would wish to make with regard to the Office document.

The proposed programme might at first sight appear inadequate. We believe, however, that it is better to set rather modest aims at the outset and to expand and improve them later, in the light of the working of the Institute and of the results of experience. There is one point in particular to which we wish to draw attention. We venture to hope that there will be no confusion with the programme of workers' education which already exists within the framework of the Organisation. We believe that workers' education, in the strict sense, is entirely the responsibility of the trade unions which are glad to have increasingly close co-operation with the I.L.O. in this field. We agree that the Institute should be of an educational nature and that it should lead to a fuller understanding of labour problems in every country.

The intention is that persons who have particular responsibilities and wide experience of labour problems, particularly in countries in course of development, should take part in the work of the Institute, but these criteria must be interpreted in a reasonable way. Developments are taking place so rapidly, and the need for leaders in every field of activity in those developing countries is so great, that persons who at present have little real experience of labour problems may very soon be called to posts of great responsibility. Moreover, those leaders who already hold posts of responsibility, particularly in the trade union movement, may well be so few in number that it would be difficult for them to attend any rather long seminar or course of study. We are convinced, however, that the Director-General is fully aware of these problems.

We welcome also the suggestion of round-table meetings composed of persons from different occupational groups or those from one particular field.

Subject to these few considerations, the International Federation of Christian Trade Unions warmly supports the proposals put forward by the Director-General and wishes the Institute every success.
1. The Tripartite Subcommittee of the Joint Maritime Commission on Seafarers' Welfare, which was established by the Governing Body at its 130th Session (November 1955), held its First Session in Naples from 2 to 6 November 1959 in accordance with the decision taken by the Governing Body at its 140th Session (November 1958) and at the generous invitation of the Italian Government. The Chairman of the session was Mr. Fernando Ghiglia, Italian Government member. A list of those attending the session is given in the Subcommittee's report.  

2. The Subcommittee was established to make proposals for giving effect to the resolutions which had been adopted on the subject of seafarers' welfare over the years, including the study of welfare facilities for Asian seamen in non-Asian ports. The Office had prepared a report reviewing the entire range of decisions relating to seafarers' welfare adopted by the various maritime bodies of the International Labour Organisation. The report also contained an analysis of official data compiled from the replies of 30 governments to a request for up-to-date information, which the Office had addressed to the various member States of the Organisation with an interest in the question.

3. The proceedings of the Subcommittee, together with the conclusions, all of which were unanimously adopted, are set out in the Subcommittee’s report. The following paragraphs summarise the proposals on which action is required by the Governing Body.

**Principles for the Further Establishment of Welfare Facilities for Seafarers**

4. The Subcommittee embodied its views on a number of questions relating to seafarers’ welfare in a set of basic principles which, in large measure, flow from the Seamen’s Welfare in Ports Recommendation, 1936 (No. 48), and subsequent resolutions on the subject of seafarers’ welfare adopted by the I.L.O. The Subcommittee invited the Governing Body to draw the attention of governments, the shipping industry and the various voluntary organisations concerned with seafarers' welfare, to these principles which are reproduced, *in extenso*, in the appendix.

5. The Governing Body is invited to request the Director-General to communicate the report of the Subcommittee to governments, asking them to draw the special attention of the shipping industry and the various voluntary organisations concerned with seafarers’ welfare to the set of principles for the further establishment of welfare facilities for seafarers which are given in the appendix to the report.

**Welfare Facilities for Asian Seafarers in Non-Asian Ports**

6. It was the general view of the Subcommittee that additional information was required to enable it fully to consider the subject of welfare facilities for Asian seafarers in non-Asian ports. It suggested that the International Labour Office should undertake, as a matter of urgency, a comprehensive study of the question, based on the replies of governments to a questionnaire which should be couched in precise terms. The Subcommittee suggested, in particular, that when this questionnaire was issued, the attention of governments should be especially drawn to the paragraph of the basic principles which emphasises, *inter alia*, that special welfare arrangements to meet the needs arising out of the different religions or customs of certain groups of seafarers should be comparable in standard to those provided for other seafarers. The Subcommittee further stressed that it was not intended that the study of welfare facilities for Asian seafarers in non-Asian ports should prejudice or delay the general survey of welfare facilities for seafarers, which the Subcommittee also recommended the Office to undertake as expeditiously as possible.

7. The Governing Body is invited to consider requesting the Director-General to undertake, as a matter of urgency, a comprehensive study of welfare facilities for Asian seafarers in non-Asian ports. In examining this possibility, the Governing Body would no doubt wish to bear in mind the Subcommittee's request for a detailed world-wide survey of existing welfare facilities for seafarers which is dealt with in the following paragraphs.

**World-wide Survey of Existing Welfare Facilities for Seafarers**

8. The Subcommittee strongly urged the Governing Body to consider ways and means of expanding and intensifying the I.L.O.'s activities in the field of seafarers' welfare, with a view to undertaking, for the consideration of the Subcommittee and as soon as possible, a detailed world-wide survey of existing welfare facilities for seafarers, including methods of administration and financing. The Subcommittee would thus be enabled to undertake a study of the means of achieving effective international co-operation in the field of seafarers' welfare, and in particular, of drawing attention to areas or ports where welfare facilities are lacking or inadequate.

9. The Governing Body may wish to invite the Director-General to undertake, as expeditiously as possible, a detailed world-wide survey of existing welfare facilities for seafarers, including methods of administration and financing, for submission to the next session of the Subcommittee.

**Convening of the Next Session of the Joint Maritime Commission and of the Subcommittee**

10. The Subcommittee also requested the Governing Body to convene a meeting of the Joint Maritime Commission early in 1961 and to include on the agenda of the meeting questions of seafarers' welfare. It further requested the Governing Body to convene meetings of the Subcommittee at regular and frequent intervals, to consider the survey and study referred to above, together with any developments in seafarers’ welfare. The Subcommittee recommended, in particular, that its next meeting be held immediately before the meeting of the Joint Maritime Commission suggested for 1961.

11. The Governing Body may wish to take note of these suggestions and to request the Director-General to bear them in mind when submitting to the Governing Body his proposals for the programme of meetings for 1962.
APPENDIX IV

Fourth Item on the Agenda: Report of the Committee of Experts on Statistics of Industrial Injuries

1. The Committee of Experts on Statistics of Industrial Injuries, convened in accordance with the decision of the Governing Body at its 140th Session (November 1958), met in Geneva from 3 to 10 November 1959, under the chairmanship of Mr. Roslanowski (Poland). Mr. McElroy (United States) was elected Reporter. The list of experts and representatives of international organisations taking part in the meeting is given in an appendix to the Committee's report, which is appended to this document.¹

2. The terms of reference of the experts, as laid down by the Governing Body, were as follows:

(a) to review the definitions of industrial injuries in use in the various countries and to suggest the basis for an international definition;

(b) to review the various methods of collection of statistical data on industrial injuries and to recommend standard procedure;

(c) to review the existing international recommendations concerning classification of industrial injuries by cause, extent and degree of disability and location and nature of injury, and to propose revised classifications.

3. In its conclusions, the Committee stressed the importance of statistics of industrial injuries not only in establishing safety programmes and in appraising their effectiveness, but also for the systematic checking of social security schemes relating to compensation for industrial injuries and accidents. It recognised that complete statistics of employment injuries and accidents should include a record of all deaths or morbid conditions arising out of or in the course of employment.

4. The Committee reviewed the definitions of industrial accidents in use in the various countries and suggested international standards for the statistical reporting of the different categories of industrial accidents and injuries.

5. The Committee emphasised the need to analyse, with a view to their classification, all the factors which might have been instrumental in producing an industrial accident. The experts proposed two classification lists for this purpose, the first according to the type of accident and the second according to the agency involved in the accident.

6. With regard to the classification of accidents according to the nature and location of the injuries, the Committee recommended that the International Labour Office and the World Health Organisation should jointly prepare a draft adaptation of the W.H.O. International Classification of Diseases, Injuries and Causes of Death, for use as an international guide in statistics for accident prevention, and that this draft, together with comments by the various governments, might be submitted to the Tenth International Conference of Labour Statisticians. The Director-General will take this suggestion into account in the Office's future programme of work in the field in question.

7. The experts also examined the difficulties impeding international comparability of severity rates and arising from the large number of different schedules used for assessing permanent partial disability. They suggested that the Governing Body of the International Labour Office might give consideration to the possibility of convening a meeting of specialists in this field, including medical specialists, in order to open the way to an international uniform schedule of time charges for permanent partial disability. The Director-General has this suggestion under consideration and will in due course, if appropriate, make proposals on the subject to the Governing Body.

8. The report of the Committee of Experts on Statistics of Industrial Injuries will be circulated to the various persons and institutions concerned for their information and comments. The report, together with any comments to which it may give rise, will be taken into account by the Director-General in preparing the material on this subject for submission to the next International Conference of Labour Statisticians.

9. The Governing Body is invited to take note of the report of the Committee of Experts on Statistics of Industrial Injuries.

¹ Not reproduced here. The material contained in the report will be taken into account in the preparation of the relevant report to be submitted to the Tenth International Conference of Labour Statisticians to be held in 1962.
APPENDIX V

Fifth Item on the Agenda: Report of the African Advisory Committee (First Session)

1. The First Session of the African Advisory Committee was held in Luanda (Angola) from 30 November to 10 December 1959, in accordance with decisions taken by the Governing Body at its 138th (March 1958) and 141st (March 1959) Sessions.

2. The Committee discussed the subjects on the agenda, fixed by the Governing Body as follows:
   
   I. Joint consultation between employers and workers, including collective bargaining.
   II. Vocational and technical training.
   III. Future programme of work of the I.L.O. in relation to Africa.

   The report of the Committee is annexed hereto.¹

   Proposals for the Agenda of the African Regional Conference of the International Labour Organisation (December 1960)

   3. The Committee recommended that the following items should be included in the agenda of the African Regional Conference to be held in December 1960:
      
      I. Report of the Director-General.
      II. Vocational and technical training.
      III. Relations between employers and workers: (a) freedom of association; (b) joint consultation; (c) collective bargaining.

   It was understood that the question of workers' education would be dealt with in the Report of the Director-General.

   4. The Governing Body is invited to decide that the agenda of the African Regional Conference to be held in December 1960 shall consist of the items specified in paragraph 3 above.

   Composition of the African Regional Conference

   5. The Committee considered the question of the composition of the African Regional Conference and reached the following conclusions:

   The Committee proceeded to consider what recommendation it should make to the Governing Body concerning the geographical coverage of the African Regional Conference. It was agreed that any such recommendation should be confined to the Conference to be held in December 1960. A full debate ensued, in which two differing points of view were put forward. Many members of the Committee considered that the geographical area to be covered by the Conference should be that determined by the Governing Body for the African Advisory Committee, viz. Africa south of the Sahara. Other members proposed, on the contrary, that the Conference should be all-African. It proved impossible to reach agreement on the question which, it was noted, would have to be decided by the Governing Body which would, no doubt, take all factors into account as they presented themselves at the time of reaching a decision at their next session. In these circumstances, it was decided not to take a vote, but to report to the Governing Body that the debate had established that the substantial majority of the Committee favoured a Conference in 1960 restricted to the countries south of the Sahara.²

6. The Governing Body is invited to take these views into consideration in fixing the composition of the African Regional Conference to be held in December 1960.

Future Programme of the I.L.O. in Relation to Africa

7. The Committee, after hearing various suggestions from different groups and members of the Committee, decided to recommend to the Governing Body that the following five subjects, among which it did not attempt to establish an order of priority, should be considered for inclusion in the agenda of future meetings:
   
   (1) Employment conditions of women and young persons.
   (2) Industrial safety and hygiene.
   (3) Minimum wage-fixing machinery.
   (4) Productivity of manpower in agriculture and industry.
   (5) Legislation on compensation for industrial accidents and occupational diseases, as the first part of consideration of social security questions.

8. The Director-General will, in due course, submit to the Governing Body proposals as to the subjects which might be discussed at the Second Session of the African Advisory Committee. In the meantime, he will put in hand preparatory work, to the extent possible, on the subjects mentioned above.

ANNEX

Text of the Report of the African Advisory Committee (First Session, Luanda, 30 November-10 December 1959)

1. The African Advisory Committee held its First Session at Luanda (Angola) from 30 November to 10 December 1959, in accordance with the decisions taken by the Governing Body at its 138th (March 1958) and 141st (March 1959) Sessions.

Agenda

2. The agenda of the Committee, as established by the Governing Body at its 141st Session, was as follows:

   I. Joint consultation between employers and workers, including collective bargaining.
   II. Vocational and technical training.
   III. Future programme of work of the I.L.O. in relation to Africa.

Representation of the Governing Body

3. The Governing Body was represented at the session by the Chairman, Mr. Michanek, Secretary of State, Ministry of Social Affairs, Labour and Housing of Sweden, by Mr. Bergström, President, International Council of the Danish, Finnish, Norwegian and Swedish Employers' Confederations, representing the Employer members of the Governing Body, and by Mr. Mör, Secretary, Swiss Federation of Trade Unions, representing the Worker members of the Governing Body. The members of the

¹ See Annex, below.
² See below, Annex, para. 54, p. 64.
Governing Body attending the Committee were present to assure liaison between the Committee and the Governing Body and have no responsibility for the conclusions reached, which are those of the Committee only.

Attendance at the Meeting

4. The Committee consisted of representatives of the Governments of Belgium, Cameroun, the Central African Republic, Dahomey, Ethiopia, France, Ghana, Guinea, Liberia, the Malagasy Republic, the Federation of Nigeria, Portugal, the Federation of Rhodesia and Nyasaland, Senegal-Sudan, Sierra Leone, the Italian Trust Territory of Somaliland, the Republic of the Sudan, the Republic of Togoland, the United Kingdom and Upper Volta (also representing the Ivory Coast), together with ten Employer members and ten Worker members appointed by the Governing Body. Three members of the Committee who were unable to be present were replaced by the substitutes duly appointed by the Governing Body. Mr. W. Baidoo-Ansah was also unable to attend and appointed as a personal substitute Mr. Osei Bonsu; at the request of the Employers’ group of the Committee, the Governing Body delegation agreed to Mr. Osei Bonsu’s serving as a personal substitute on this occasion, subject to further consideration of the question of procedure prior to the next session.

 Officers of the Committee and of the Groups

5. The Committee unanimously elected the following officers:

Honorary President: Rear-Admiral Manuel Sarmento Rodrigues, former Minister of Overseas Portugal, former Governor of Guinea (Government member, Portugal).

Chairman: Mr. L. Ignacio Pinto, former Minister, former Senator of the French Republic (Government member, Dahomey).

Vice-Chairmen: Mr. Ato Ketema Abebe, Director-General, Prime Minister’s Office (Government member, Ethiopia).

Mr. Niangoin Oka, Vice-President of the Ivory Coast Planters’ Union (Employer member).

Mr. L. C. Katilungu, General President, Northern Rhodesia Trades Union Congress (Worker member).

Reporters: Mr. F. C. Nwokedi, O.B.E., Permanent Secretary, Ministry of Labour (Government member, Federation of Nigeria).

Mr. A. Van Hee, attached to the Cabinet of the Minister of the Belgian Congo and Ruanda-Urundi (Government member, Belgium).

The Employers’ and Workers’ groups elected the following officers:

Employers’ group:
Chairman: Mr. Niangoin Oka, Vice-President of the Ivory Coast Planters’ Union.

Vice-Chairman: Mr. A. R. I. Mellor, C.B.E., M.C., lately Director, The United Africa Company Ltd.; Chairman, West Africa Committee; former Governor of the Overseas Employers’ Federation; Member of the Secretary of State’s Colonial Labour Advisory Committee.

Workers’ group:
Chairman: Mr. L. C. Katilungu, General President, Northern Rhodesia Trades Union Congress.

Vice-Chairman: Mr. David Soumah, President of the African Confederation of Believing Workers, Dakar.

Opening Proceedings

6. At the opening sitting the Acting Governor General of Angola, Dr. Maia de Loureiro, welcomed members of the African Advisory Committee on behalf of the Portuguese Government and people. He stressed the importance of the work of the International Labour Organisation in Africa and pointed to the difficulties which faced all those who were concerned with the task of improving social conditions in underdeveloped countries. In this contextic task, he said, the primary need was to provide the infrastructure upon which real progress could be built. There was an urgent necessity to lower costs of production in Africa, to raise efficiency and to improve distribution of production. In this respect, much emphasis required to be placed on education and vocational training, with which the Committee was going to be concerned. He praised the interest which the more developed countries of the world were taking in Africa and the amount of work which had been done through international and other channels. But what had been achieved was far from all that remained. He therefore wished the Committee success in its deliberations and in its efforts to contribute towards social security and towards the elimination of poverty in Africa.

7. Mr. Michanek, Chairman of the Governing Body of the International Labour Office, in declaring the session open, thanked the Portuguese authorities for making it possible for the Committee to meet in Luanda and for the generous hospitality extended to the members. He pointed out that at the I.L.O. was founded to help maintain peace by means of greater social justice. It was the task of the Organisation to meet, within the limits of its resources, the demand for peace and justice among the poor people of the world and to prepare the ground for a lasting peace by existing in the midst of nations and organisations to improve working and living conditions. It was only natural that the opinions of the parties represented should differ, but it was necessary for the Committee to respect these views and try to arrive at firm solutions through the democratic procedure of discussion and conciliation. Co-operation between workers, employers and governments helped progress and laid the ground for good labour conditions. The first two items on the Committee’s agenda referred to problems which arose at the national level, but which were of the same character, and of equal importance, in all countries; for this reason the I.L.O. had put them on its programme, in order to help member countries to draw on each other’s experience and to make use of the resources of the international community in giving guidance and technical assistance to countries requesting them.

8. Mr. Michanek stated that constitutional development in Africa in recent years had given rise to many issues and questions; less frequently, constitutional organizations had observed the extent to which constitutional development had been accompanied by changes in the economic and social patterns of the countries concerned—and yet it was these developments alone which could give concrete reality to self-government. Such changes in economic and social patterns were taking place everywhere, but, unfortunately, most African countries were handicapped by a lack of the basic facts and figures, a lack of finance, a lack of the expertise necessary for the solution of the technical difficulties involved and a lack of staff capable of carrying through and applying the policies that had been adopted. It was only the I.L.O. had put them on its programme, in order to help member countries to draw on each other’s experience and to make use of the resources of the international community in giving guidance and technical assistance to countries requesting them.

9. Mr. Michanek recalled that one of the main features of the work of the I.L.O. was its standard-setting activity, and that certain Conventions and Recommendations were of particular relevance for Africa. It would be the duty
of the African Advisory Committee to outline with greater precision those problems in the field of labour and social policy which had been sketched out in the study entitled African Labour Survey, published by the I.L.O. in 1952. He might mention in this connexion the I.L.O.-activities relating to Africa which had been specially concentrated over the past few years.

The creation of the African Advisory Committee, foreshadowing an African Regional Conference in December 1960, was but one of several decisions taken by the Governing Body to adapt I.L.O. machinery to present-day needs.

10. In Mr. Michanek's view, the fact that several international organisations were physically present in Africa would ensure that the countries in this part of the world be associated with such organisations in those aspects of their work which had particular relevance for Africa. Recalling that the international labour standards formulated by the I.L.O. had had a great influence on labour legislation and practice in Africa, Mr. Michanek stressed that, during recent years, the standard-setting and research activities of the I.L.O. had been supplemented by technical assistance aimed at reconciling local difficulties and situations with the practices which the I.L.O. had found, from long experience, to be of more or less universal validity. It could be mentioned that the number of African countries which had availed themselves of auxiliary services had increased rapidly—more rapidly than resources. Mr. Michanek stated that the I.L.O. was ready to put its experience at the disposal of Africa to the full extent of its resources, and to work with Africans in the solution of problems which the I.L.O. had, itself, been asked to look into under the Expanded Programme of Technical Assistance of the United Nations and the specialised agencies. Africa's share had risen from 2.7 per cent. in 1952 to just under 10 per cent. in 1958. As regards technical assistance funds from its own regular budget, the I.L.O. had devoted 23 per cent. to Africa in 1959 and the percentage was expected to rise to some 34 per cent. in 1960.

Mr. Michanek recalled that the terms of reference of the African Advisory Committee were "to advise the Governing Body of the I.L.O. on African questions and on African aspects of general questions". While underlining the special importance of the Committee's immediate task, he expressed the hope that the present session would carry out its work in a spirit of goodwill and mutual understanding, regardless of existing differences of opinion, so that this work might serve the cause of peaceful progress in Africa.

Mr. Bergenström, Employers' representative of the Governing Body, expressed his thanks to the Portuguese authorities. He pointed out that the African Advisory Committee, which was the successor to the Committee of Experts in the field of labour and social policy in Non-Metropolitan Territories, had a vital role to play within the framework of I.L.O. activities in Africa and expressed the wish that the present session would carry out its work in the same friendly atmosphere and spirit of co-operation which prevailed at the previous committee. He insisted on the need for a full, frank and informal exchange of views on the three items on the agenda, so that the result would be practical action to further the objectives of the I.L.O. In Africa, which was playing an ever-more vital role in the destiny of the world, the solution of problems such as the raising of standards of living, and, more particularly, the establishment of harmonious relations between employers and workers, must take into account the special conditions that were to be found in each of the countries represented in the Committee. He was convinced that the African Advisory Committee would do a really worthwhile job in the field which the Governing Body had assigned to it.

13. Mr. Mórí, Workers' representative of the Governing Body, joined in the thanks addressed to the Portuguese authorities. He recalled that the meeting of the Committee was, to a large extent, due to the insistence of the Workers' group of the Governing Body, which had struggled successfully to secure the replacement of the old Committee of Experts on Social Policy in Non-Metropolitan Territories by a tripartite advisory committee, the composition of which would ensure much wider scope to its decisions. In the view of the Workers' group of the Governing Body, the meeting of the Committee suggested that it had carried out excellent work with very modest resources, in particular by solemnly asserting that there must be freedom of association in Africa, and by obtaining recognition of the importance of a free and independent trade union movement, which, in Africa as elsewhere, remains an essential basis for the pillars of democracy. He hoped that in spite of the difficulties which the Committee would have to face, its work at the present session would lead to practical conclusions on the two technical questions on its agenda; on the basis of these conclusions, it would be possible to sketch a programme for the future work of the I.L.O. in Africa and, possibly, to influence the work of the next African Regional Conference, which was to meet in 1960.

14. Mr. Jenks, Assistant Director-General of the International Labour Office, speaking on behalf of the Director-General, Mr. Morse, informed the Committee that the Director-General had recently received the instruments of ratification by Portugal of a number of international labour Conventions which were of fundamental importance for the future of social policy in Africa. These ratifications included those of the Abolition of Forced Labour Convention, 1957, the Discrimination (Employment and Occupation) Convention, 1958, and the Minimum Wage-Fixing Machinery Convention, 1958. The ratification by Portugal of a number of fundamental Conventions, particularly those relating to the abolition of forced labour and to the recognition of the rights of workers, was of special importance for the future of social policy in Africa. These ratifications were not idle or symbolic gestures, but implied a solemn international obligation to ensure that national law and practice complied faithfully and fully with the provisions of the Conventions and were subject to an international system of continuing mutual supervision in which Portugal played her full part. The Forced Labour Convention, 1930, which was in force for 55 States and 98 non-metropolitan territories, was now applicable, with one remaining exception, throughout the area represented on the Committee. It was to be hoped that the Abolition of Forced Labour Convention, 1957, would soon have been equally widely ratified. It was also to be hoped that the Discrimination (Employment and Occupation) Convention, 1958, would before long be regarded as a generally accepted standard of policy throughout the countries represented in the Committee. Equality of opportunity was, however, of little value, if the opportunities available on an equal basis were insufficient in relation to the needs of a good life in which the resources of modern technology were fully exploited.

15. The relations of the I.L.O. with Africa were of long standing, but were becoming more direct through the increasing number of African countries which had become Members of the Organisation, and the still larger number which had been represented at International Labour Conferences by observer delegations. At the present Committee, no less than nine African countries were taking a full and equal part in an I.L.O. meeting for the first time. The work of the I.L.O. in other parts of the world, had become increasingly practical in character through the development of technical assistance. The opening of the Field Office in Lagos has stimulated great expectations in this respect, which would naturally take some time to fulfil, but a good start had been made.

16. In view of the decision already taken by the Governing Body to convene an African Regional Conference in 1960, the African Advisory Committee at its present session was essentially preparatory in character. The subjects to be discussed under the two technical items on the agenda, namely joint consultation between employers and workers, including collective bargaining, and vocational technical training, were of major importance in Africa today. Africa could not advance in the economic field unless the human problems of labour-management...
relations were effectively solved; these problems could not be solved by opposing claims of right, but only by the growing sense of common interest and common responsibility which recognised habits and processes of mutual consultation foster. Nor would successful investment and management without skilled labour. It was hoped that the deliberations on these two subjects would provide an agreed basis on which the African Regional Conference could take an important step forward in the formulation of policy, and that they would be of immediate assistance to the Field Office in its practical work of assisting governments and industry in Africa to organise improved methods of training.

17. The value of what was done by the Committee would depend largely on the measure in which it succeeded in striking the right balance between vision and a sense of practicalities, on the timeliness of what it did and the measure of agreement with which it did it.

18. Rear Admiral Sarmento Rodrigues, in thanking the Committee for his election as Honorary President, expressed much satisfaction that the Committee was meeting for the first time in Portuguese territory. The Portuguese Government were proud to have been associated with the I.L.O. since it was created 40 years ago. Referring to certain aspects of the situation which were fundamental to progress in Africa, and to which the representative of the Director-General had referred, he said that the problems within the sphere of the I.L.O. could not be tackled or resolved by mere submission of claims, still less by recrimination. Only a perfect spirit of collaboration, including mutual understanding and a readiness for compromise between employers and workers, as between one State and another, could bring happiness to the peoples of Africa. For its own part, Portugal was governed by reason, respected law and took part in international collaboration to the extent which its strength permitted. In this way, when it undertook a commitment or ratified a Convention, it was not to seek incidental political repercussions on the international scene, but because the country was directed by a more lofty thought. Accordingly, the Committee for his election as Honorary President, expressed the confidence that the Committee's work would add one more success to the work of the Organisation and that it would mean a great boon for all Africa south of the Sahara.

19. Mr. Ignacio Pinto thanked the Committee for his election as Chairman and said he considered that the appointment was especially a tribute to him as the last Chairman of the former Committee of Experts on Non-Metropolitan Territories, of the I.L.O. At a time when Africa was undergoing rapid political change, it was not to be appreciated that the I.L.O. should provide this opportunity for members of the Committee to make a constructive contribution to progress in the labour field. It was not necessary here, however, for Africa to copy blindly all that was European; it should rather try to profit from the mistakes of other countries and to use their experiences to fashion labour conditions which would be suitable to the particular circumstances of the peoples of Africa.

20. The Committee discussed, on the basis of the report submitted to it by the International Labour Office, the principles of vocational and technical training applicable to the various areas of Africa south of the Sahara. In the course of the discussion it was made clear that governments and employers all considered vocational and technical training to be a subject of primary importance at the present stage of development, in view of the great need existing all over Africa for qualified staff at all levels. It was clear from the discussion that great progress has been made in this field in the past few years and that a considerable number of projects are about to be put into operation, the effects of which will soon be evident.

21. The Committee recommends the Governing Body to place the item "Vocational and Technical Training" on the agenda of the African Regional Conference to be held towards the end of 1960.

22. The Committee understood that the International Labour Office would propose to take into account, in the preparation of the report to be submitted to the African Regional Conference, all the observations made in the course of the discussions of the Committee and, in particular, to place before the Conference information about the most recent developments in Africa in the field of vocational and technical training, including information furnished by the various employers and workers about their training experience.

23. In the course of the discussions of the Committee, a substantial measure of agreement emerged in regard to the general principles of which the problems of development of vocational and technical training in Africa at the present time. While there were, naturally, differences of view among the members of the Committee in regard to the relative importance and priority of different points, the Committee as a whole was in general agreement concerning the importance of the following considerations. It was recognised that action in regard to certain of these matters falls within the competence of other specialised agencies of the United Nations family of organisations, but it is essential that they should be taken as the general background against which the problems of vocational and technical training have to be viewed.

General Principles concerning Vocational and Technical Training.

24. A prerequisite for adequate vocational and technical training is that the participants in such training have a solid basis of general education. For this reason, it is desirable that general education be extended as soon as possible to all children of school age in the African countries. It is equally important that the educational systems and the facilities for vocational and technical training be extended and developed simultaneously, so that the effect of, for instance, the further extension of general education is not nullified by lack of opportunities for training.

25. It is of particular importance for the development of vocational and technical training that the following requirements should be fulfilled in general education:

(a) Students should acquire the highest possible proficiency in the language used in vocational and technical training and in employment;

(b) Mathematics, science and other subjects of importance to life in a modern, technical society should be particularly emphasised;

(c) Students should be given initial training in manual skills.

26. Adequate facilities for vocational and technical training should be available in each country, so that the youth of Africa can be trained to take up work and responsibility at all levels. There should be equal opportunity for all to receive training and the only criteria for access thereto should be the individual's aptitudes, his proven knowledge and his willingness to learn.

27. Particular attention should be paid to the maintenance of high standards of training. To achieve this, governments and employers organising training schemes might wish to make use of syllabuses, examinations and tests applied in countries where the best results are being achieved. When such foreign models are being used, care should be taken that they are fully adapted to the conditions existing in the countries concerned. The authorities having competence in such matters might also consider the use of trade skill tests and other locally established standard examinations to ensure that equally high standards are maintained in all training establishments in the country. The possibility of closer co-operation in technical and vocational training within Africa should be examined, in order that the lessons to be
derived from the various systems at present in operation there can be shared between the countries concerned.

28. The size, geographical distribution, level and character of the various institutions for vocational and technical training should be determined on the basis of an adequate assessment of current and future needs for qualified manpower. The assessment, which should include both the qualitative and the quantitative aspects, should fully take into account the needs arising from programmes of industrialisation and economic development. This planning should avoid the risk of training too many people for any particular occupation and should, at the same time, encourage investments and initiative. In this field, as in others, the stage reached in the spread of general education is an essential factor to be taken into account with a view to striking the right balance.

29. In view of the importance of rural development to the economy of most of the countries and territories in Africa, particular attention should be given to training for both sexes in all aspects of agriculture and rural handicrafts. This can be effected by the teaching of rudimentary agricultural principles as part of the ordinary school curriculum, the provision of specialist centres for the training of staff and for the training of supervisors for farmers, teachers and agricultural leaders. Where possible, agricultural extension and advisory services should be developed and expanded in order to raise the standard of living of the rural population.

30. Commercial training should take into account the diversified needs for such training at all levels. In addition to courses and programmes for specialised and general office staff, there should be facilities available for the training of specialised sales staff, of small-scale businessmen and others who require broad knowledge of practical practices.

31. It was recognised that the training of adequate numbers of experienced and qualified supervisors represents a special problem at the present stage of development in Africa. The shortage of this category of employee is felt in industry, agriculture and commerce. There is therefore a need to examine and evaluate existing methods of training supervisors. The Committee also noted with interest the success already achieved with systems such as the well-established methods of "Training Within Industry".

32. There can be no substitute for full-length and careful training of qualified craftsmen and other technical staff who should have full technical knowledge and practical skills of a high standard. There is a great need for such training in African countries. Accelerated training schemes may, nevertheless, be of great value for the implementation of specific development projects, in which workers with specialised skills are required. Training schemes built upon the principles applied in accelerated training can also be used to achieve the rapid spread of new techniques and ideas with a view, for instance, to modernising particular industries or occupations. When accelerated training schemes are used for the training of workers to fill a temporary need for manpower, steps should be taken to supplement such training where the period of employment is over, to improve the chances for the workers to find other employment. Whenever possible, the establishment of accelerated training schemes should be accompanied by the arrangement of facilities for such workers as may be interested therein to receive supplementary training to prepare for their ultimate upgrading.

33. The organisation and administration of vocational and technical training should be carried out by the authorities concerned in full consultation with interested employers and workers. For this purpose, standing committees should be constituted at the national, and, where appropriate, regional levels for particular branches of the economy as well as for individual training establishments of a public character, where such committees do not already exist. Tripartite representation is desirable. Particular care should be taken to include representation of all groups of employers and workers who have an interest in the training activities with which the Committee is concerned.

34. Public authorities and employers and workers should give consideration to the following means of improving the existing systems and methods of vocational and technical training: (a) arrangements whereby part of the training is carried out in basic training institutions or in schools and part in private and public undertakings; (b) the use of well-tried selection procedures for applicants for training, including aptitude tests, the validity and reliability of which have been adequately established.

35. Teachers and instructors in vocational and technical training establishments and supervisors who are responsible for the training of their workers should themselves have appropriate training for this teaching function. Such training should include the acquisition of skill and experience in the technical aspects of the work and in the teaching methods to be used. Consideration should be given to the arrangement of special courses, on a national and regional basis where appropriate, for existing teachers who have not already had such instruction.

36. There is a considerable shortage of qualified teachers and instructors for vocational and technical training in most African countries. Often the shortage of teachers and instructors is a reflection of the general lack of highly skilled manpower in the countries of Africa. In particular, it derives from the relatively low salaries and other conditions of work offered to the teachers and instructors. It is a matter of great urgency that such deficiencies as exist in this respect be remedied and that, where this has not already been done, steps be taken, at the national level or in co-operation with other countries, to cater for the proper training of such staff and for making the profession sufficiently attractive.

37. As a short-term measure, consideration might be given to arranging for staff employed in industrial undertakings and elsewhere to do part-time work in training establishments, or to be seconded for shorter periods to full-time teaching and instructing.

38. In addition, many large-scale and medium-sized undertakings make excellent contributions to the training of qualified staff in Africa. Smaller undertakings, which do not always possess the facilities required for training, may, on the other hand, benefit from the training of qualified staff, require assistance in various ways, for instance by the organisation of related instruction in training establishments, provision for basic training outside the undertaking and arrangements whereby apprentices and others can be trained in several undertakings.

International Action.

39. There are in most countries several authorities concerned with questions of vocational and technical training. Similarly, at the international and regional levels, there are a number of organisations which furnish technical assistance or contribute otherwise to the development of technical training in Africa. It is a matter of great importance that these various activities be properly co-ordinated.

40. The majority of the countries of Africa have a great need for technical assistance in the field of vocational and technical training. Besides the assistance required for the implementation of individual national projects or for the development, generally, of vocational training activities in each of the countries concerned, the I.L.O. can, where necessary in collaboration with other international agencies, greatly assist by collecting and making available data and information about the experience gained in vocational and technical training elsewhere in Africa and in other parts of the world.
Joint Consultation between Employers and Workers, Including Collective Bargaining

40. At the outset of the discussion on this item, the Committee agreed that there were, in effect, two subjects to be dealt with: (a) Joint consultation between employers and workers; and (b) Collective bargaining. It accordingly agreed to discuss the two subjects separately.

Joint Consultation between Employers and Workers.

41. It was recognised that, in regard to both joint consultation and collective bargaining, in the countries of Africa south of the Sahara there are wide differences of approach and that, in particular, there is an essential difference between that which has been achieved in Britain and that which have based their industrial relations policies on the voluntary principle—including those which have modelled their practice on British methods or have been influenced by them—and the approach of those countries in which the necessary relations between employers and workers at all levels are prescribed in legislation.

42. This essential difference of approach obviously has widely affected practices in the countries and territories concerned. In the territories where legislation prescribed the steps to be taken at the various levels, starting from that of the individual enterprise, to provide for discussion between the employer and representatives of the workers, the machinery for joint consultation obviously exists and, to a large extent, the subjects to be discussed at the various levels are also determined.

43. On the other hand, where the voluntary principle prevails, it is to be expected, and this is so in practice, that the extent to which joint consultation procedures are actually in operation at the works or other levels varies not merely from one territory to another, but also as between one industry and another in particular territories. The extent to which the joint consultation principle has developed varies in general with the extent of the general climate of industrial relations in the territory concerned, the enlightened views of individual employers and of their organisations, the encouragement given to the development of joint consultation by Labour Departments, the existence of trade unions and other factors, and the mutual confidence throughout all ranks of the enterprise.

44. In spite of this difference of approach, there is nowhere any disposition to belittle the fundamental importance of the machinery for the evolution of joint consultation procedures suitable to local circumstances. Only through joint consultation, regardless of the machinery employed, can employers have an effective means of communication with their workers and only through it can they get to know workers' reactions to the employers' problems and policies. There is therefore a ready disposition to welcome joint consultation as providing opportunities for securing the co-operation of workers. Nor is there anything in African conditions which need prevent the development of joint consultation. Indeed, the fact that there is generally a wide gap between the traditions, experience and often the education of the average employer and his workers means, in effect, that the existence of joint consultation procedures is even more essential for the maintenance of good industrial relations and for the solution of problems at the level of the enterprise in Africa than might be the case elsewhere.

45. But mere machinery for joint consultation is not enough. Both employers and workers must approach the matters for discussion in a constructive spirit, with the desire to reach understanding, to appreciate their respective points of view and to create an atmosphere of mutual confidence throughout all ranks of the enterprise concerned.

46. In this connection, it is affirmed that no durable advantages can be gained by joint consultation unless it is based on full recognition of the human personality and the dignity and rights of the individuals concerned in the matters dealt with. This means the conferment of positive rights, where they do not already exist, and the reshaping of forms of organisation which, whatever the purely material services which they provide, do not include suitable forms of consultation of the workers concerned.

47. While the initiation of joint consultation procedures does not depend on the right of association and the right to organise and to bargain collectively, it is certain that joint consultation cannot give the best results except in combination with these rights. As such, these rights are fully recognised, that it operates best where collective bargaining procedures are themselves largely known and understood in practice, and that it may indeed have a positive influence on the development of strong and responsible trade unions.

Collective Bargaining.

48. If the existence of the right of association and the right to organise is favourable to the development of joint consultation procedures, it is essential to that of collective bargaining.

49. Accordingly, the Committee reaffirmed the views of the Committee of Experts on Social Policy in Non-Metropolitan Territories (Dakar, 1955) that:

Collective bargaining constitutes the method of determining wages and conditions of employment which is in the best interest of all parties and is the most conducive to equitable and harmonious relations between employer and worker. Appropriate measures should therefore be taken to guarantee the effective recognition of the right to organise and of collective bargaining in all territories and to facilitate collective bargaining in practice. Workers and employers, without distinction whatsoever, should have the right to establish (subject to the provisions of the Freedom of Association and Protection of the Right to Organise Convention, 1948) and, subject only to the rules of the organisation concerned, to join organisations of their own choosing without previous authorisation. It should be an aim of policy to apply in full in all African countries and territories the provisions of the Freedom of Association and Protection of the Right to Organise Convention, 1948, and the Right to Organise and Collective Bargaining Convention, 1949, by such stages and in such a manner as may promote the development of a free, independent, stable and responsible trade union movement.

50. The Committee has had a useful exchange of views and experience as to the circumstances in which collective bargaining is carried out in various parts of Africa south of the Sahara. It is evident, however, that, as in the case of joint consultation, there are wide differences of approach to the subject. In particular, there are wide differences of view as to the nature and extent of the protective and administrative provisions necessary or desirable as the framework within which, or with the assistance of which, collective bargaining can best be developed and as to the circumstances which may affect the success of collective bargaining.

51. The Committee is persuaded that these exchanges of views and experience can usefully be carried further both in regard to joint consultation and collective bargaining in African conditions.

52. The Committee accordingly makes the following recommendations to the Governing Body:

(i) That the Governing Body be invited to place on the agenda of the First Session of the African Regional Conference the following item:

Relations between employers and workers:

(a) freedom of association;
(b) joint consultation;
(c) collective bargaining.

(ii) It would be the understanding of the Committee that, in those circumstances, the International Labour Office, in preparing a report for the Conference on these subjects, would take account of the suggestions contained in the report, made in the course of the discussions in the Committee.

(iii) Without being restrictive in any way, the Committee suggests that, in order to assist the Regional Con-
ference in its discussions, some attention might be devoted, among others, to the following points:

(a) the distinction between joint consultation and collective bargaining and the nature and scope of the machinery appropriate to each;

(b) the steps which might be taken to promote the development of joint consultation and collective bargaining in the present conditions of Africa, touching on such points as:

(i) the place of the international instruments and other conclusions of the I.L.O. in the field of protection and freedom of association and of the right to organise and to bargain collectively;

(ii) the need for a sound legislative and administrative framework, within which satisfactory labour-management relations can be developed freely; the differing conceptions as to the nature of that framework;

(iii) the need to encourage the development of independent and responsible organisations of employers and workers, financially and organisationally strong, which can negotiate with each other and co-operate in the improvement of labour-management relations;

(iv) present weaknesses in the structure of both employers' and workers' organisations and the ways and means of remedying them;

(v) means to encourage the representative character of workers' organisations, including the widespread diffusion of workers' education;

(vi) the need to reconcile the apparent divergences of interests in some territories between unions of workers of different races;

(vii) the importance of good trade union leadership and means of encouraging it;

(viii) desirability for trade unionists engaging in political activities to ensure that these activities do not compromise their independence or their effectiveness in carrying out their essential trade union functions;

(ix) need for employers and their organisations to give increasing attention to problems of management relations;

(x) need to select managerial and supervisory personnel on the basis of qualities and aptitudes favourable to the promotion of good labour-management relations;

(xi) need for making a proper distinction between the many and varied problems which arise out of daily employment relations, so as to ensure that each is dealt with at the proper level and hence in the most expeditious and satisfactory way;

(xii) means to encourage more responsible collaboration between employers and workers at all levels;

(xiii) the conditions in which all or certain stipulations of collective agreements reached by organisations of a sufficiently representative character might be extended to employers and workers not members of the organisations concerned, but engaged in the occupation or industry covered by the agreement;

(xiv) examination of the role which the International Labour Organisation can play, through the provision of technical assistance or otherwise, in promoting and improving the operation of the machinery of joint consultation and collective bargaining in Africa.

Future Programme of Work of the I.L.O. in relation to Africa

Agenda of the First Session of the African Regional Conference.

53. The Committee unanimously recommended to the Governing Body that the agenda of the African Regional Conference to be held in December 1960 be the following:

I. Report of the Director-General.

II. Vocational and technical training.

III. Relations between employers and workers:

(a) freedom of association;

(b) joint consultation;

(c) collective bargaining.

It is understood that the question of workers' education will be dealt with in the Report of the Director-General.

Composition of the African Regional Conference.

54. The Committee proceeded to consider what recommendation it should make to the Governing Body concerning the geographical coverage of the African Regional Conference. It was agreed that any such recommendation should be confined to the Conference to be held in December 1960. A full debate ensued, in which two differing points of view were put forward. Many members of the Committee considered that the geographical area to be covered by the Conference should be that determined by the Governing Body for the African Advisory Committee, viz. Africa south of the Sahara. Other members proposed, on the contrary, that the Conference should be all-African. It proved impossible to reach agreement on the question, which, it was noted, would have to be decided by the Governing Body which would, no doubt, take all factors into account as they presented themselves at the time of reaching a decision at their next session. In these circumstances, it was decided not to take a vote, but to report to the Governing Body that the debate had established that the substantial majority of the Committee established a Conference in 1960 restricted to the countries south of the Sahara.

Future Programme.

55. A discussion took place on the future programme of the I.L.O. in relation to Africa. The Employer members considered that the following subjects should be discussed at future meetings of the African Advisory Committee or of the African Regional Conference:

(1) Problems of industrial safety and hygiene.

(2) Legislation on compensation for industrial accidents and occupational diseases.

(3) Communication of information to employees.

(4) Means of increasing productivity of manpower:

(a) in industry;

(b) in agriculture.

(5) Means of promotion of Africanisation of supervisory grades.

56. The Employer members also stressed the need for the further development of the technical assistance activities of the I.L.O. in Africa. They suggested that universities should consult employers and workers' organisations in regard to the possibilities of seeking such assistance and to the matters on which it might be sought. In this connection they suggested that the subjects on which assistance might be considered should include the following (some of which were, however, also within the competence of other organisations): literacy, technical training, manpower surveys, social security, technical instructor training programmes, trainee-worker programmes, dietetics and productivity, land use and agricultural techniques, seminars on personnel management.
57. The Workers' members suggested that the following subjects should be given priority:

(i) Protection of the employment conditions of women and young persons.
(ii) Minimum wage-fixing machinery.
(iii) Social security.

Other points made by workers were that workers' education should be treated not as a research item, but as a technical assistance project and that an inquiry on freedom of association should be carried out in all African countries.

58. Various Government members made suggestions as to the future work programme which included, as well as the employment conditions of women and children, organisation and staffing of Labour Departments, workers' housing and migration within Africa. In connection with technical assistance, a Government member stressed the importance of strengthening the African Field Office staff by the inclusion of technical experts who could be available, on request, for advice to governments and also to disseminate information on vocational and technical training practices throughout Africa.

59. The Committee, after further consideration, decided to recommend to the Governing Body that the following five subjects, among which it did not attempt to establish an order of priority, should be considered for inclusion in the programmes of future meetings:

(i) Employment conditions of women and young persons.
(ii) Industrial safety and hygiene.
(iii) Minimum wage-fixing machinery.
(iv) Productivity of manpower in agriculture and industry.
(v) Legislation on compensation for industrial accidents and occupational diseases, as the first part of consideration of social security questions.

Supplementary Note:

Statement by the World Federation of Trade Unions

The following statement submitted by the representative of the World Federation of Trade Unions is circulated with the consent of the Officers of the Governing Body.

The World Federation of Trade Unions wishes to draw the attention of members of the Governing Body to the proposals for the agenda and composition of the African Regional Conference, to be held in December 1960. Freedom of association, including the right of association, is a positive right for which not only workers and employers, but also governments have a responsibility. Paragraphs 47 and 48 of the report of the Committee properly list the right of association, and the right to organise and to bargain collectively, among the main factors in improving or establishing industrial relations, or any kind of consultation, in law and practice; the World Federation of Trade Unions would add that they are a precondition. According to the I.L.O.'s principles, governments are entitled, and bound, to ensure the recognition and observance of the right of association and the right to organise and to bargain collectively, as defined in International Labour Conventions and in the resolutions adopted by the International Labour Conference. The World Federation of Trade Unions therefore believes that a fourth item should be added to the agenda proposed for the African Regional Conference, worded in such a way as to permit an examination of the existing situation of law and practice in all African countries and territories, regarding the practical effect given to the right of association and the right to organise and to bargain collectively.

On the basis of the principle adopted by the International Labour Conference in 1958, the World Federation of Trade Unions supports the requests of the trade unions and workers of the African Continent, and re-affirms its conviction that the first African Regional Conference must necessarily include tripartite delegations "from all the African States Members of the International Labour Organisation, from the United Nations Trust Territories and from non-metropolitan territories". The World Federation of Trade Unions considers that, in so doing, the Governing Body would be acting in accordance with the principles and practices of the United Nations in respect of the African Continent.
APPENDIX VI

Sixth Item on the Agenda: Report of the Technical Meeting on Certain Aspects of Industrial Relations Inside Undertakings

1. The Governing Body at its 140th Session (November 1958) authorised the Director-General to convene a Technical Meeting on Certain Aspects of Industrial Relations Inside Undertakings. At its 143rd Session the Governing Body confirmed the appointment of the experts to be invited to attend the Meeting.

2. The report of the Technical Meeting, which was held in Geneva from 10 to 19 December 1959, is annexed to this note.¹

3. The Governing Body is invited—
(a) to take note of the report of the Technical Meeting on Certain Aspects of Industrial Relations Inside Undertakings;
(b) to authorise the Director-General:
(i) to give wide distribution to the report and to the documentation prepared for the meeting, among the interested circles;
(ii) to take into account the views expressed by the experts in the development of future I.L.O. activities.

APPENDIX VII

Seventh Item on the Agenda: Committee of Experts on Social Policy in North African Countries

1. At its 140th (November 1958) and 143rd Sessions, the Governing Body, in connection with action to associate North African countries more closely with the work of the I.L.O., took the necessary steps to set up a Committee of Experts on Social Policy in North African Countries. At its 143rd Session, it also appointed ten experts selected after consultation with the governments concerned and with the Employers' and Workers' groups of the Governing Body.

2. Financial provision for a meeting of the Committee was made in the budget for 1960, and at its 143rd Session the Governing Body gratefully accepted an invitation from the Government of Tunisia to hold the meeting in Tunis, and fixed as the dates of the meeting 1 to 10 February 1960.

3. On 21 December 1959, the Director-General received a letter, dated 14 December, from the Government of Tunisia, indicating that it had noted that in the list of members proposed for the Committee of Experts two persons had been proposed, one representing the French Government in Algeria and the other representing the Algerian Employers' Confederation. The letter added that the Government of Tunisia had recognised the Provisional Government of the Algerian Republic and could not admit any right of representation whatsoever to a delegate of the French Government in Algeria, nor, in present conditions, to a delegate of French employers in Algeria. The Government of Tunisia went on to suggest that, in order to enable it to maintain its collaboration with the Committee of Experts, the Committee should be constituted without the inclusion of the two members in question.

4. On receipt of this letter, the Director-General informed the Officers of the Governing Body of the situation and they unanimously agreed to authorise him to postpone the meeting.

5. The Director-General has informed the Government of Tunisia of the steps that have been taken and, at the same time, has pointed out that the Committee in question is a Committee of Experts appointed by the Governing Body and that the experts are in no sense representatives either of the governments of the area or of particular organisations of employers or workers.

6. The Director-General has also informed the individual experts that difficulties have arisen which have made it necessary to postpone the meeting of the Committee of Experts, scheduled for 1 to 10 February 1960. At the same time he has sent them a draft of the North African labour survey, which has been prepared within the International Labour Office and which was to have been examined at the meeting of the Committee. In order to avoid delay in the completion of the survey, he has invited them to make, by 1 March 1960, suggestions as to revision of the draft, including any criticisms and suggestions as regards its form and content, and at the same time to supply any further information which would enable the Office to bring the survey up to date.

7. The Governments of France, Libya, Morocco and the United Arab Republic, the other countries concerned, have been kept informed of the situation.

APPENDIX VIII

Eighth Item on the Agenda: Report of the Committee to Consider the Improvement of the Practical Methods of Working of the International Labour Conference

No document was submitted to the Governing Body on this item on its agenda. See above, Minutes of the Fifth Sitting, p. 35.

APPENDIX IX

Ninth Item on the Agenda: Reports of the Committee on Freedom of Association

The 40th, 41st, 42nd, 43rd and 44th Reports of the Committee on Freedom of Association, which were adopted by the Governing Body at its fifth sitting (see above, pp. 35-36), are not reproduced here. The text will be found in the Official Bulletin of the International Labour Office. See Official Bulletin, Vol. XLVIII, 1960, No. 3, pp. 226-300.

The text of the 45th Report of the Committee, submitted to the Governing Body at its 144th Session for information only, will, after examination by the Governing Body at its 145th Session in accordance with the approved procedure, also be published in the Official Bulletin in due course.

APPENDIX X

Tenth Item on the Agenda: Reports of the Financial and Administrative Committee

The first and second reports of the Financial and Administrative Committee, being of a confidential nature, are printed separately in accordance with the usual procedure. The third report and the relevant documents, containing the budget estimates for 1961, are published in the report on financial and budgetary questions submitted to the 44th Session of the International Labour Conference, and are therefore not reproduced here.

APPENDIX XI

Eleventh Item on the Agenda: Report of the Allocations Committee

The paper relating to this item, being of a confidential nature, is printed separately in accordance with the usual procedure.
Twelfth Item on the Agenda: Report of the Committee on Industrial Committees

I. Proposal to Replace the Minutes of the Committee on Industrial Committees by a Full Report

2. The Committee on Industrial Committees had before it a document which recalled that, at its meeting in connection with the 142nd Session of the Governing Body (May-June 1959), the Committee on Industrial Committees had before it a suggestion from the Director-General that it discontinue the practice of preparing minutes of its meetings, in order to assist him in his drive to reduce the volume of documentation and achieve all possible economies. The Director-General recalled that he had made a similar suggestion to a number of other Governing Body Committees which had accepted it.

3. The Director-General further suggested that in the event of the Committee agreeing to discontinue its minutes, its reports in final form, as approved by it for submission to the Governing Body, should constitute the only official and permanent record of its proceedings, it being understood that these reports should be so prepared as fully to reflect the discussions in the Committee and that at each session the reports on the preceding session should be made available to members of the Committee for ready reference.

4. There had been general agreement in the Committee on Industrial Committees to give the new procedure suggested by the Director-General a trial on the occasion of the 143rd Session. The Committee on Industrial Committees accordingly decided to postpone any decision on the question of discontinuing its minutes until it had occasion to examine at the 143rd Session the fuller form given to the report to the Governing Body.

5. The document finally recalled that, at the end of its meeting in connection with the 143rd Session of the Governing Body, the report in its fuller form was circulated and approved by the Committee on Industrial Committees with very few changes prior to its submission to the Governing Body. As agreed, the report had been made available to members of the Committee at its present meeting, for ready reference. In the light of the above, the Director-General invited the Committee on Industrial Committees to take a decision on the question of the discontinuation of the minutes of its meetings.

6. Mr. Bergenström indicated that the Employer members were prepared to agree to the discontinuance of the minutes on condition that, in the full report which was to replace the minutes, the Worker and Employer members whose interventions were recorded were identified by name and the Government members by country, and that the list of persons attending the meeting were appended to the report. Members of the Committee who were responsible for the approval of the report should also be given sufficient time to examine the draft and, if necessary, in exceptional circumstances, a special sitting should be held to adopt the report. This was agreed to. The U.S.S.R. Government member asked that the decision to discontinue the minutes should be so worded as adequately to reflect the proposal contained in the document. The following words should accordingly be added: “The minutes to be replaced by a detailed report drafted in such a way as to give a complete picture of the discussions in the Committee.”

II. Sixth Session of the Building, Civil Engineering and Public Works Committee

7. The Committee on Industrial Committees considered the Note on the Proceedings of the Sixth Session of the Building, Civil Engineering and Public Works Committee (Geneva, October 1959).

8. The Committee on Industrial Committees recommends that the Governing Body authorise the Director-General to communicate the reports, resolutions, conclusions, suggestions and proposals adopted by the Building, Civil Engineering and Public Works Committee at its Sixth Session to governments, informing the governments that the Governing Body has not expressed any view on the content thereof, and inviting them to transmit these documents to the employers’ and workers’ organisations concerned.

9. In the resolution (No. 62) concerning the international migration of labour in the construction industry, the Building, Civil Engineering and Public Works Committee made suggestions concerning measures to be taken in the different countries by governments and employers’ and workers’ organisations.

10. The Committee on Industrial Committees recommends that the Governing Body authorise the Director-General to draw the attention of governments to the suggestions contained in resolution No. 62.

11. In paragraph 6 of resolution No. 62, the Governing Body is invited to instruct the Director-General to continue the collection and dissemination of information concerning international variations in the work content and requirements of selected occupations in the construction industry in which there is a substantial level of international movement.

12. The Committee on Industrial Committees recommends that the Governing Body request the Director-General to take the recommendation mentioned in paragraph 11 above into account in drawing up the Office’s general programme of work.

13. In paragraph 9 of resolution No. 62, the Building, Civil Engineering and Public Works Committee, convinced of the need to ensure to migrant workers equality of treatment with national workers, as from the date of their arrival, with regard to national social security legislation and regulations, drew the attention of the Governing Body to the importance of having this question placed on the agenda of the International Labour Conference.

14. It will be recalled that, since the conclusion of the Sixth Session of the Building, Civil Engineering and Public Works Committee, the Governing Body at its 143rd Session decided that the agenda for the 45th (1961) Session of the International Labour Conference should include an item entitled “Equality of treatment of

1 The text of the conclusions adopted by the Sixth Session of the Building, Civil Engineering and Public Works Committee will be published in the Official Bulletin of the International Labour Office.
nations and non-nationals in social security". In these circumstances, it would appear that the wish expressed in paragraph 9 of resolution No. 62 has already been met, so that no further action on the part of the Governing Body seems necessary in this matter.

15. In paragraph 13 of resolution No. 62 the Governing Body is requested to ask the Director-General to continue his efforts to ensure a more complete protection of migrant workers and their families. In addition, the governments concerned are asked to facilitate the implementation of these efforts.

16. The Committee on Industrial Committees recommends that the Governing Body note the wishes of the employers' and workers' organisations concerned in the previous paragraph. The Committee on Industrial Committees was invited to recommend that the Governing Body authorise the Director-General to transmit these conclusions to governments, with the request that they be brought to the attention of the authorities and of all employers' and workers' organisations concerned, "for their consideration". In this connection, Mr. Bergenström pointed out that the Committee on Industrial Committees had already decided to recommend that the Governing Body authorise the Director-General to communicate all the conclusions adopted by the Building, Civil Engineering and Public Works Committee at its Sixth Session to governments, inviting them to transmit these documents to employers' and workers' organisations concerned. In these circumstances there seemed to be little point in the further suggestion. The United States Government member drew attention to the fact that Mr. Bergenström's observation was equally applicable to another similar suggestion concerning resolution No. 62 put forward in the same document, and which had nevertheless been adopted by the Committee on Industrial Committees. Mr. Pequeño pointed out that, in connection with individual conclusions concerning technical items, the Governing Body might usefully request the "special" attention of governments and of the employers' and workers' organisations concerned, with a view to stressing the particular importance of such conclusions.

17. The conclusions (No. 63) concerning young workers in the construction industry were adopted by the Building, Civil Engineering and Public Works Committee with a view to their consideration by the authorities and by the employers' and workers' organisations concerned in each country. The Committee on Industrial Committees was invited to recommend that the Governing Body authorise the Director-General to transmit these conclusions to governments, with the request that they be brought to the attention of the authorities and all employers' and workers' organisations concerned, "for their consideration". In this connection, Mr. Bergenström pointed out that the Committee on Industrial Committees had already decided to recommend that the Governing Body authorise the Director-General to communicate all the conclusions adopted by the Building, Civil Engineering and Public Works Committee at its Sixth Session to governments, inviting them to transmit these documents to employers' and workers' organisations concerned. In these circumstances there seemed to be little point in the further suggestion. The United States Government member drew attention to the fact that Mr. Bergenström's observation was equally applicable to another similar suggestion concerning resolution No. 62 put forward in the same document, and which had nevertheless been adopted by the Committee on Industrial Committees. Mr. Pequeño pointed out that a number of governments failed to transmit the conclusions of Industrial Committees to employers' and workers' organisations, and it was therefore particularly desirable that the suggestion under discussion should be adopted. Sir Alfred Roberts suggested that, in connection with individual conclusions concerning technical items, the Governing Body might usefully request the "special" attention of governments and of the employers' and workers' organisations concerned, with a view to stressing the particular importance of such conclusions.

18. The representative of the Director-General (Mr. Guigui) recalled that the proposals put forward in the document in no way differed from the procedure which had traditionally been followed in connection with the proceedings and conclusions of Industrial Committees. The recommendation in paragraph 8 above was confined to the transmittal of the Note on the Proceedings, while, in the other suggestions to which reference had been made, separate consideration was given to the substance of each of the conclusions adopted by the Industrial Committee in question.

19. The Chairman emphasised the fact that the suggestion under discussion was fully in accordance with what had become the standard practice of the Office and of the Governing Body, and in these circumstances it seemed desirable that it should be adopted. It might, however, be helpful if, prior to the next session of the Governing Body, the Director-General were to consider whether, in the future, it would be useful to combine, in a single paragraph, suggestions of the kind put forward in separate paragraphs of the document under discussion.

20. On the understanding that the Director-General will look into the proposal referred to in the last sentence of the preceding paragraph, the Committee on Industrial Committees recommends that the Governing Body authorise the Director-General to transmit the conclusions (No. 63) concerning young workers in the construction industry to governments, with the request that these conclusions be brought to the attention of the authorities and of the employers' and workers' organisations concerned, for their consideration.

21. In the suggestions (No. 64) concerning the action to be taken to give effect to the conclusions adopted at its previous session, the Building, Civil Engineering and Public Works Committee invited the Governing Body to express its thanks to the governments which had supplied information for the Sixth Session of the Committee. In regard to a number of combined texts and the conclusions adopted at the first four sessions of the Building, Civil Engineering and Public Works Committee, the Governing Body was invited:

(a) to draw the particular attention of governments, employers' and workers' organisations to the importance which the Building, Civil Engineering and Public Works Committee attaches to the problems referred to in the conclusions in question;

(b) to invite governments to send information on the effect given to these conclusions for the next session to the Building, Civil Engineering and Public Works Committee.

22. In paragraph 3 of suggestions No. 64 the Governing Body is invited to request the Office to prepare, at an early date, a revised series of combined texts incorporating the conclusions of the first six sessions of the Building, Civil Engineering and Public Works Committee.

23. The Committee on Industrial Committees recommends that the Governing Body invite the Director-General to take the necessary action to give effect to the proposals referred to in paragraphs 21 and 22 above.

24. In the resolution (No. 65) on housing, the Governing Body is requested to draw the attention of the International Labour Conference to the recommendations contained in the resolution (No. 55) concerning national housing programmes and full employment which was adopted by the Building, Civil Engineering and Public Works Committee at its Fifth Session (1956). The Building, Civil Engineering and Public Works Committee further expressed its confidence that the International Labour Conference would give proper consideration to these recommendations.

25. The Committee on Industrial Committees recommends that the Governing Body request the Director-General to bring resolutions Nos. 55 and 65 to the attention of the International Labour Conference.

26. The Committee on Industrial Committees recommends that the Governing Body defer to a later session consideration of the proposals of the Building, Civil Engineering and Public Works Committee concerning the agenda of its Seventh Session.

III. Fifth Session of the Advisory Committee on Salaried Employees and Professional Workers

27. The Committee on Industrial Committees had before it the Note on the Proceedings of the Fifth Session of the Advisory Committee on Salaried Employees and Professional Workers (Cologne, November-December 1969).

28. Mr. Pequeno on behalf of the Worker members and Mr. Bergenström on behalf of the Employer members expressed thanks for the excellent arrangements made by the Government of the Federal Republic of Germany.
for the holding of the session of the Advisory Committee in Cologne, and also for the hospitality offered to the participants. They also expressed appreciation of the contribution made to the success of the meeting by Mr. Claussen, as Chairman of the session.

29. Sir Alfred Roberts pointed out that during the general discussion at the Fifth Session several Workers' representatives had spoken on the subject of public servants and freedom of association and the right to bargain collectively, and that this fact had not been recorded in the Note on the Proceedings. In reply, the representative of the Director-General (Mr. Fano) explained that, according to practice, the Note on the Proceedings of such meetings did not include a summary of the whole general discussion. A summary would, however, be included in the report of the session to be published in *Industry and Labour* and also later in the Summary Record of the Fifth Session.

30. Sir Alfred Roberts drew attention to the status of one of the delegates from Italy who had been in the Workers' group at the Fifth Session; this delegate was a member of the Italian Confederation of Managers of Undertakings (Confederazione Italiana Dirigenti d'Azienda) which represented employers in wage negotiations. This matter had not been discussed by the Committee at Cologne, but some control should be exercised to avoid such situations arising in future.

31. The Italian Government member explained that the delegate in question represented an Italian organisation of supervisory staff who, according to Italian practice, were considered as employees and not as employers. It was also the French practice to send representatives of such staff as Workers' delegates. Members of the Italian Confederation were not employers and there were collective agreements for supervisory staff. The representative of the Director-General (Mr. Abbas Amorini) pointed out that, as far as the Office was concerned, it had to accept the names of the members of the delegation as supplied by the Italian Government.

32. Mr. Bergenström suggested that, in future, care should be taken to ensure that the list of organisations to be invited to be represented at sessions of the Committee should be considered in relation to the technical items on the agenda. Difficulties had arisen at various meetings of the Advisory Committee because of the excessive number of observers. The representatives of the Director-General should ensure that, according to the Standing Orders for Industrial Committees, observers receive permission before they make statements. Sir Alfred Roberts objected to the implication that observers made the work of such Committees difficult. He pointed out that, as far as the Office was concerned, it had to accept the names of the members of the delegation as supplied by the Italian Government.

33. The Committee on Industrial Committees recommends that the Governing Body authorise the Director-General to communicate the reports, resolutions and conclusions adopted by the Advisory Committee at its Fifth Session to governments, informing them that the Governing Body did not consider it appropriate to inform them of the presence of observers on the ground that the Standing Orders for Industrial Committees require that observers should receive permission before they make statements. The Committee expressed the view that the International Labour Organisation could play a most useful role in bringing together the results of experiences acquired by certain countries and disseminating information about these results to all States Members of the Organisation.

34. The Resolution (No. 49) concerning problems of non-manual workers contains proposals for action by governments and employers' and workers' organisations as well as by the International Labour Office.

35. The Committee on Industrial Committees recommends that the Governing Body authorise the Director-General to draw the particular attention of governments to resolution No. 49.

36. In paragraph 14 of resolution No. 49 the Advisory Committee proposed that the International Labour Conference, in considering the question of the reduction of hours of work at its next session, should give consideration to the special problems of women non-manual workers in this connection.

37. The Committee on Industrial Committees recommends that the Governing Body authorise the Director-General to inform the International Labour Conference at its 44th (1960) Session of the suggestion mentioned in paragraph 36 above.

38. The conclusions (No. 50) concerning effects of mechanisation and automation in offices contained proposals for action by governments and by employers' and workers' organisations as well as by the I.L.O.

39. The Committee on Industrial Committees recommends that the Governing Body authorise the Director-General to draw the particular attention of governments to conclusions No. 50.

40. In paragraph 4 of conclusions No. 50, the Advisory Committee expressed the view that the International Labour Organisation could play a most useful role in bringing together the results of experiences acquired by certain countries and disseminating information about these results to all States Members of the Organisation.

41. The Committee on Industrial Committees recommends that the Governing Body adopt the proposal set out in paragraph 32 above.

42. In the conclusions (No. 51) concerning the effect given to the conclusions adopted at previous sessions of the Advisory Committee, the Governing Body was invited to authorise the Director-General to draw the attention of governments to conclusions adopted at previous sessions, on which the Committee would wish them to provide further information or to bring up to date information previously provided.

43. The Committee on Industrial Committees recommends that the Governing Body adopt the proposal set out in paragraph 42 above.

44. In the resolution (No. 52) concerning vocational training, the Governing Body was invited to request the Director-General to pay due regard, in preparing the reports on the question of vocational training for the International Labour Conference, to the particular aspects of this question which are of direct concern to all non-manual workers.

45. The Committee on Industrial Committees recommends that the Governing Body request the Director-General, in preparing the reports on the question of vocational training for the 45th (1961) Session of the International Labour Conference, to give due consideration to the suggestion set forth in paragraph 44 above.

46. The Committee on Industrial Committees noted that the Director-General proposed to submit a proposal regarding the resolution (No. 53) concerning hygiene in shops and offices to a later session of the Governing Body.

47. In the resolution (No. 54) concerning hygiene in shops and offices of the I.L.O. in the field of non-manual workers, the Governing Body was invited: (a) to request the Director-General to submit to the Advisory Committee, at its present meeting, proposals for action by governments and employers' and workers' organisations as well as by the International Labour Office; (b) to take into account the suggestions made by the Advisory Committee itself; (c) to utilise the various means at its disposal for increasing and accelerating the I.L.O.'s activities in the field of non-manual workers, in both private and public employment, and to consider, as a matter of urgency, the problems of non-manual workers of different regions by any appropriate means.

48. Mr. Bergenström stated that as the Employers' delegates had abstained in the vote on this resolution when it was adopted, the Employers' members would abstain from voting on this matter.
49. With the abstention of the Employer members, the Committee on Industrial Committees recommends that the Governing Body note that the Director-General proposes to comply as far as possible with the requests set forth in paragraph 47 above, within the framework of the general programme of activities of the I.L.O.

50. The Committee on Industrial Committees noted that the Director-General intends to submit proposals regarding the resolution (No. 55) concerning problems of journalists at a later session of the Governing Body.

51. In report No. 56 the Advisory Committee made various suggestions concerning the agenda of its next session.

52. The Committee on Industrial Committees recommends that the Governing Body defer until a later session consideration of the agenda of the Sixth Session of the Advisory Committee.

IV. Coal Mines Committee: Questions Arising Out of the Seventh Session

Proposals concerning the Convening of a Tripartite Technical Meeting to Study the Social Consequences of the Present Situation in the Coal-Mining Industry.

53. The Committee on Industrial Committees had before it a supplementary information document, the purpose of which was to inform the Committee of the new developments that had taken place since its last session in November 1959. In the light of this new information the Committee took up the consideration of paragraphs 20 to 32 of the document which had already been submitted to it at its last session.

The Desirability of Convening a Tripartite Technical Meeting.

54. The Government member from the Federal Republic of Germany recalled that at the last session of the Committee on Industrial Committees he had called attention to a number of measures taken or proposed in his country, as well as in the European Coal and Steel Community (E.C.S.C.) as a whole, to solve the problems resulting from the coal crisis. He had proposed at that time that consideration of the question should be postponed until the results of these measures could be assessed. It was now too soon to be quite certain as to the result which these measures had had. In these circumstances, he considered it premature to take a decision on the convening of the meeting and suggested that consideration of the question be postponed to the November session of the Governing Body.

55. The United Kingdom Government member, while sympathetic to the problems facing the workers, expressed doubts about the practical utility of holding the proposed meeting. Referring to paragraph 22 of the document submitted at the 143rd Session, he asked if a tripartite technical meeting could really find more effective solutions than those which had already been taken or were proposed. The social repercussions of the crisis were extremely serious and affected not only the persons concerned in his country, as in all the other affected countries. Within the framework of the E.C.S.C. it was proposed to hold a meeting in June to study the problems of adaptation to the new situation. It was difficult to see what a tripartite technical meeting held under I.L.O. auspices could contribute further to the solution of the problems.

56. Sir Alfred Roberts considered that the situation in the coal industry in the countries affected by the crisis was very serious. Huge stocks of coal had piled up and thousands of miners had already been thrown out of employment or had suffered a sizeable reduction in their earnings through a cut in working hours. The problem of finding alternative employment for redundant miners was often complicated by the housing problem, because, on the one hand, mining villages were far removed from other industrial centres and on the other hand it was difficult to find housing in the regions where they might be re-employed. Because of the dangers and unhealthy nature of work in mines, a large number of miners were practically handicapped or others were only temporarily transferred to employment above ground, and it was practically impossible to transfer them to employment in another industry, so that they were now condemned to unemployment as soon as their mines were closed. The same was the case with older miners. These problems and others of a similar nature which were likely to increase even more in the future in view of the increasing tendency to replace coal by petroleum products, sufficed to justify the immediate convening of a tripartite technical meeting to examine, on the international plane, the measures which might be taken to reduce the social consequences of the coal crisis.

57. The Japanese Government member referred to the grave situation which the coal-mining industry in his country was facing. Difficulties which, in his opinion, were rather of a structural nature had had serious social repercussions. Although measures had been taken to reduce their effects, particularly by a law on the protection of redundant coal miners, which had been adopted by the Japanese Diet in December 1959, his Government felt that an exchange of information on the measures taken in other countries would certainly be useful and the Japanese Government would therefore be prepared to participate in the proposed meeting if it were held.

58. The Belgian Government member considered that the problems which had arisen were not of a temporary nature, but that the coal-mining industry would have to face a permanent problem of adaptation. The Belgian Government was making a serious effort to find a solution to the problems which had arisen. In addition, a number of European organisations were trying to remedy the social consequences of this situation; it was clear, however, that no effort should be spared and that all organisations such as the I.L.O. could not rise to this major problem. He was therefore in favour of a special meeting being held to study the social consequences of adaptation of the coal-mining industry to the new situation, particularly from the point of view of the creation of employment in mining areas, as well as the problem raised in finding alternative employment for older and physically handicapped miners.

59. The U.S.S.R. Government member expressed support in favour of a meeting and pointed out that public opinion would not be able to understand why the I.L.O. remained inactive in spite of the gravity of the situation.

60. A number of Employer members indicated their sympathy in regard to the problems facing the Worker members. Mr. Tata asked whether a tripartite technical meeting held under I.L.O. auspices could really contribute to the solution of the problems, the fundamental causes of which were essentially economic in character. As this field did not fall entirely within the competence of the I.L.O., it would be more appropriate if some other international organisation having competence in economic matters were to convene a meeting, which the I.L.O. could attend in order to watch over the social interests of miners. Furthermore, as was apparent from the document submitted by the Office, the countries affected by the crisis had already taken, either collectively or individually, within the framework of the E.C.S.C., a number of measures to remedy the plight of the miners. It was difficult to see how a technical I.L.O. meeting could find more effective solutions, particularly as it would have to deal on the world plane with situations which were very different from each other. Mr. Tata's remarks were very different from those of Mr. Bergenström, whose point of view was supported by a number of Employer members and Mr. Bergenström declared that if the Committee were really convinced of the utility and urgency of convening a meeting under I.L.O. auspices to study the vast problems which had been mentioned, he would, of course, be ready to discuss the matter with the Coal Mines Committee. The Employer members accordingly suggested that a session of the Coal Mines Committee should be convened.
in 1961 instead of the Inland Transport Committee or some other Committee. Such a proposal would be all the more justified because the Coal Mines Committee had adopted a resolution asking that the question of the social consequences to mining communities of the replacement of coal by other sources of energy should be placed on the agenda of its next session and that, on the other hand, in convening sessions of Industrial Committees account must be taken of the urgency of the problems they had to deal with, the regular periodicity of Industrial Committees having been abandoned. The urgency of the problem was one of the arguments put forward by the Workers in favour of a meeting to study the social consequences of the coal crisis.

61. The Australian Government member supported the proposal of the Employer members that the Coal Mines Committee should study the question.

62. Sir Alfred Roberts could not accept the arguments put forward by the Employers. He stressed that in the opinion of the Worker members the meeting would not have to find solutions to economic problems, but to examine their social consequences, a matter which was undeniably within the competence of the I.L.O. On the other hand, the Workers could not agree to any proposal that a meeting of the Coal Mines Committee should be convened at the expense of the Inland Transport Committee, which was also faced with urgent problems. Mr. Richter underlined that it would be wrong to refer back these problems to the Coal Mines Committee, which had felt unable to examine them and which for this very reason, and with the approval of the Employer members of the Committee, had requested the convening of a special meeting.

63. The Government member from the Federal Republic of Germany reiterated that his Government had doubts about the usefulness of the meeting but added that, in view of the discussion that had taken place, he would agree to the convocation of a technical meeting, therefore withdrew his suggestion to postpone consideration of the question. The United Kingdom Government member, while still doubtful about the practical utility of the proposed meeting, accepted the idea that it should be convened.

64. By 42 votes to 24, with 6 abstentions, the Committee on Industrial Committees recommends that the Governing Body convene as soon as possible a tripartite technical meeting to study the social consequences of the crisis in the coal-mining industry and to make recommendations to the Governing Body.

Countries to Be Invited.

65. Mr. Bergenström pointed out that, according to the resolution (No. 53) concerning the convening of a tripartite technical meeting to study the social consequences arising from the present situation in the coal-mining industry, adopted at the Seventh Session of the Coal Mines Committee, the countries to attend the meeting should be chosen from among “the coal-producing countries most seriously affected by the present situation.”

66. The representative of the Director-General (Mr. Guigui), at the request of the Committee, explained that according to the data available to the Office, three criteria mentioned in paragraph 20 of the document before the Committee could be applied in determining the countries: a reduction in output, a piling up of stocks and a drop in exports, these being the symptoms of the present crisis. From the analysis made by the Office, it seemed that the first two criteria applied to the Federal Republic of Germany, Belgium, France, the Netherlands, the United Kingdom and Japan, while the United States and Poland were, or could be, affected in respect of the volume of their exports of coal. However, in mentioning these eight countries the Office was only expressing an opinion asked for by the Committee, basing itself on an analysis of the situation, and leaving it to the Committee itself to choose the countries to be invited to the meeting.

67. The U.S.S.R. Government member considered that production capacity should also be taken into account in deciding countries which should be invited.

68. At the request of Mr. Bergenström, who asked for further clarifications with regard to the situation in Poland, the representative of the Director-General (Mr. Guigui) referred to a statement made by the Polish Government delegate to the Coal Mines Committee to the effect that his country was not suffering from a piling up of stocks nor had any measures been taken to cut coal production. Reference was also made to the discussions in the Steering Committee at the Seventh Session of the Coal Mines Committee, which examined the proposal to convene the meeting in the first instance, and in the course of which the Polish delegate had indicated that his country was interested in participating in the meeting, both because of the effect which any change in the trend of exports could have on its coal-mining industry and because solutions of an international character could not be found to economic and social problems without wide international collaboration from which no country should be excluded for reasons alien to economic and social factors. As the Coal Mines Committee had decided that only countries “most seriously affected” should be invited to the meeting, the Polish Government delegate had abstained in the vote on the resolution asking the Governing Body to convene the meeting.

69. On behalf of the Employer members, Mr. Bergenström remarked that Poland itself did not consider that it was “seriously affected by the crisis” and that, in any case, it was not in a position to send a really tripartite delegation capable of usefully examining the problems involved.

70. In the name of the Worker members, Mr. Faupl also stressed that Poland could not be considered as “one of the countries most seriously affected by the present situation” and that there was hence no reason for inviting it to the proposed meeting.

71. The Committee on Industrial Committees recommends that the Governing Body invite the following seven countries to be represented at the meeting: Belgium, the Federal Republic of Germany, Japan, the Netherlands, the United States and the United Kingdom.

Composition, Costs to Be Borne by the Office and Duration of Meeting.

72. With the Employer members abstaining, the Committee on Industrial Committees recommends that the Governing Body decide—

(a) that each national delegation should consist of one delegate from each of the three groups;
(b) that the I.L.O. should defray the costs of attendance of one Employers’ delegate and one Workers’ delegate in representation;
(c) that the length of the meeting should be fixed at ten working days.

73. It was agreed that delegates might be accompanied by technical advisers, without cost to the Office.

74. The Committee on Industrial Committees expresses the view to the Governing Body that it would not appear to be indispensable that a tripartite Governing Body delegation be appointed to the meeting.

75. With the Employer members abstaining, the Committee on Industrial Committees decided to ask the Office to submit to the next session of the Committee a list of the international governmental and occupational organisations which might be interested in being represented at the meeting.
Date of the Meeting.

76. The representative of the Director-General (Mr. Abbas Ammar) pointed out that the 1960 budget contained no provision for holding the proposed meeting. Furthermore, the Office, taking into account the very heavy programme of work before it, was afraid that it would be unable to make thorough preparations for the meeting, which was held in 1960. He indicated that, as the budget proposals for 1961 had not yet been adopted, the Director-General could, if the Governing Body decided that the meeting should be held, present proposals to cover the cost.

77. The Committee on Industrial Committees recommends that the Governing Body convene the meeting in the first quarter of 1961.

Proposed Action on Safety in Mines.

78. On the occasion of the 142nd Session (May-June 1959), of the Governing Body, the representative of the Government of India had proposed that a small meeting of experts should be convened to study the subject of major mine disasters. Other members of the Governing Body expressed approval of the object of this proposal. At the request of the Governing Body, the Director-General had studied the various aspects of the problem, and had submitted to the Financial and Administrative Committee at its present session, in connection with its consideration of the draft 1961 budget, a proposal to convene a meeting of experts on the question of major mine disasters.

79. The Employer members declared that they regarded this proposal with favour as it related to a problem on which the Office should concentrate its efforts.

80. The Committee on Industrial Committees took note of the above-mentioned information.

V. Meetings of Industrial and Analogous Committees in 1961

81. The Committee on Industrial Committees was informed that the draft 1961 budget submitted to the Financial and Administrative Committee of the Governing Body included provision for meetings of the Inland Transport Committee and the Committee on Work on Plantations. The reasons which had led the Director-General to make these proposals were also outlined therein.

82. The Director-General suggested that the agenda of the Inland Transport Committee might be as follows:

I. General Report, dealing particularly with:
   (a) action taken in the various countries in the light of the conclusions adopted at 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 inland transport.

II. General conditions of work of railwaymen.

III. Social consequences of changing methods and techniques in railways and road transport.

The choice of the two technical items on the agenda, it was pointed out, was based on unanimous, or near unanimous, recommendations made to the Governing Body by the Inland Transport Committee itself at its last session held in Hamburg in 1957.

83. It was stated that proposals with regard to the agenda of the Committee on Work on Plantations would be submitted to the Committee on Industrial Committees at its next session.

84. Mr. Bergenström was not convinced that a case had been made for holding the Inland Transport Committee in 1961 or that its problems were more urgent than those of other industries. The U.S.S.R. Government member, however, pointed out that the Financial and Administrative Committee had already recommended a postponement for the meetings and that it was contrary to the matter as if no decision had been taken at all. A more logical procedure would be for the Committee on Industrial Committees, first, to consider which meetings should be held and their agenda and, secondly, for the financial implications to be considered later by the Financial and Administrative Committee.

85. Mr. Bergenström said that the Employer members were in a position to oppose themselves on the two technical items proposed for the agenda of the Inland Transport Committee as they had not time to consult the employers in the industry in question. He asked that, in future, documents relating to a proposed Industrial Committee meeting be circulated sufficiently in advance to permit such consultation to take place. The Employer members requested that the decision on the two technical items be postponed to May. If a choice had to be made between two evils, they would prefer the reports being late rather than take a hurried decision on the agenda without proper consultation.

86. The United Kingdom Government member considered that postponing a decision on the technical items until May might place the Office in a difficult position with regard to the preparation of reports. Sir Alfred Roberts stressed that members of the Committee on Industrial Committees should realise that the position with regard to planning of the work of the Industrial Committees had completely changed as a result of the Governing Body decision that there should be only four major meetings a year and that there should no longer be regular periodicity in Industrial Committee meetings. This meant that decisions with regard to which Industrial Committees should meet, and what their agenda should be, would have to be taken in good time. In addition to the paper before the Committee, which related to meetings in 1961, in the course of 1960 the Committee would have to make recommendations to the Governing Body with regard to the meetings to be held in 1962. As an Officer of the Governing Body, he had sometimes been asked to agree to the postponing of a meeting because the Employers' group objected to the late distribution of reports. Mr. Pequeno pointed out that the proposals for the agenda of the Inland Transport Committee had been recommended by an overwhelming majority of that Committee on the basis that those two items should be referred to the Governing Body in March last year. He saw no reason for a decision being postponed, particularly if this meant that the Employers would complain again about the reports being late.

87. The representative of the Director-General (Mr. Guigui) said that the postponement to May of a decision on the agenda of the Inland Transport Committee would place the Office in a difficult position with regard to planning its work and meeting statutory deadlines for the transmission of reports to governments. However, taking into account what Mr. Bergenström had said about the need to consult the occupational organisations in the industry concerned with regard to the agenda, as well as the fact that a slight delay in the reports would not be objected to, the Office would face the consequences of a postponement until May of the decision on the two technical items and make every effort to prepare the reports in time.

88. The Committee on Industrial Committees recommends that the Governing Body decide that the agenda of the next session of the Inland Transport Committee should include a General Report, dealing particularly with:

(a) action taken in the various countries in the light of the conclusions adopted at 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 inland transport,
and that the decision with regard to the technical items on
the agenda be postponed until the 145th Session of the
Governing Body in May.

89. The Committee on Industrial Committees noted
that proposals with regard to the agenda of the Committee
on Work on Plantations would be submitted to it at its
next session.

VI. Draft Resolution concerning the Work of the
Industrial and Analogous Committees Submitted at the 43rd Session
of the International Labour Conference

90. The Committee on Industrial Committees con-
sidered a draft resolution concerning the work of Indus-
trial and Analogous Committees submitted to the 43rd Session of
the International Labour Conference by the Workers' delegate of Czechoslovakia and the
Workers' delegate of Poland, and referred by the Con-
ference to the Governing Body for examination. The
Governing Body had, in its turn, referred the draft
resolution to the Committee on Industrial Committees.

91. The draft resolution, after stressing the impor-
tance of the Industrial and Analogous Committees and
regretting that sufficient budgetary credits were not allo-
cated to them, invited the Governing Body to examine
the possibility of strengthening and expanding the
activities of the Committees and requested the Director-
General to submit to an early session of the Conference
a detailed report on their activities and on the I.L.O.
programme in respect of them.

92. The U.S.S.R. Government member considered
that a large number of countries were interested in the
work of the Industrial Committee, which were
particularly important in the framework of I.L.O. action.
Now that the Governing Body had solved the question
of the membership of the Committees, measures could
easily be worked out to improve the methods of these
Committees and increase their effectiveness and to con-
vene their meetings more frequently, in view of the decision taken
before 1961 or 1962. He therefore proposed that
consideration of this item of the agenda be deferred to the
next session of the Committee.

93. In the course of the discussion, Sir Alfred Roberts
declared that while the Worker members were in sym-
pathy with much of the preamble of the draft resolution,
they did not think that anything could be done to convene
meetings of Industrial and Analogous Committees more
frequently than in the past, in view of the decision taken
by the Governing Body at its 140th Session (November
1958) limiting to four the number of major meetings
which might be held each year for an ad hoc meeting of the industrial com-
mittee. He further pointed out that the representation of the Worker members,
employers' interests and the Lloyd's interests was insufficient.

94. The United States and the United Kingdom
Government members and the Employer members sup-
ported the proposal of the Worker members. The
U.S.S.R. Government member regretted that the Com-
munity, but only an information document from
the Committee, but only an information document from

95. With the U.S.S.R. Government member dissenting,
the Committee on Industrial Committees recommends that
the Governing Body take note of the draft resolution on
Industrial and Analogous Committees referred to it by the
Conference and request the Director-General in his annual
report to the Conference next year to give special attention to
the work of the Industrial Committees.

VII. List of Industries Which Might Be Selected
for "Ad Hoc" Meetings

96. The Committee on Industrial Committees had
before it a document which recalled that the Governing
Body had decided, in connection with the general review
of the membership of Industrial and analogous Com-
mittees, that a further list of industries should be
established from which one industry might be selected
for the next year for an ad hoc meeting of the industrial com-
mittee type. The document also recalled that, at its
meeting in connection with the 143rd Session of the
Governing Body, the Committee had decided to postpone
to the 144th Session examination of this item of the
agenda and, in the meantime, it requested that certain
clarifications be made to the summary of requests for
meetings of the Industrial Committee type. The Sum-
mary had been revised by the Office on the lines requested
by the Committee.

97. Mr. Bergenström pointed out that the programme
of meetings did not provide for any ad hoc meeting before 1961 or 1962. He therefore proposed that
consideration of this item of the agenda be deferred to the
next session of the Committee.

98. Sir Alfred Roberts, while recognising that there
was in fact no urgent need to take a decision with regard
for ad hoc meetings, stressed that it would nevertheless
be useful if the list of industries which might be selected
for ad hoc meetings were to be established at the latest
at the next session of the Committee. Subject to this
reservation, he would agree to the postponement of the
question to the next session.

99. The Committee decided to defer to its meeting
in connection with the 145th Session of the Governing Body
consideration of the list of industries which might be
selected for ad hoc meetings.

VIII. Preparatory Working Group for the "Ad Hoc"
Civil Aviation Meeting

100. The Committee had before it, for its information,
a document recalling that in accordance with the wish
expressed by the Governing Body at its 139th Session
that proposals with regard to the agenda of the Committee
be submitted to an early session of the Conference
the working group composed of two members representing
governments, two members representing employers'
interests and two members representing workers' interests
in civil aviation and a representative of the International
Civil Aviation Organisation (I.C.A.O.) with a view to
defining the scope of the items selected by the Governing
Body for the agenda of the tripartite Ad Hoc Civil
Aviation Meeting to be held in September-October 1960.

101. This consultation had taken place at Geneva
from 23 to 26 November 1959, and the members of the
working group had unanimously adopted a number of
detailed suggestions for the Director-General's considera-
tion in the preparation of reports on the agenda items.
The Director-General indicated that the suggestions made
would be fully taken into account in the preparation of
the two relevant reports which were at present being
drafted. The working group had expressed its satis-
faction at the arrangements already made for co-opera-
tion between the I.L.O. and I.C.A.O. and supplied the
Office with very valuable complementary information
with regard to the problems to be dealt with in these
two reports. The constructive and helpful spirit in
which all the members of the working group had discussed
the manner in which the items on the agenda should be
approached augured well for the success of the tripartite
meeting.

102. Mr. Bergenström expressed surprise that the
report of the Working Group had not been submitted to
the Committee, but only an information document from
the Director-General, and asked the reasons for this
procedure. Furthermore, he would have liked to know
the nature of the supplementary information which the
members of the group had agreed to supply to the Office.

103. The representative of the Director-General (Mr. Guigui) indicated that it was the Working Group
which, in order to ensure harmony and effectiveness,
had unanimously expressed the desire that its conclusions
should remain confidential until the reports to be pre-
sented to the Ad Hoc Civil Aviation Meeting were published. As regards the supplementary information, what was involved was a mass of very valuable statistical data and texts of collective agreements. It was out of deference to the Committee and the Governing Body that the Director-General had made a point of informing them that the meeting of the Working Group had taken place and yielded good results. The supplementary information which had been received was intended to help in the preparation of the Office reports.

104. The Committee on Industrial Committees noted this communication with interest.

IX. Other Questions

Sixth Session of the Petroleum Committee: Representation of Non-Governmental Organisations.

105. The Committee considered a document which indicated that, in addition to the organisations having consultative status with the I.L.O., the following international non-governmental organisations took a continuing interest in the work of the Committee and had been invited by the Governing Body to be represented by observers at previous sessions of the Committee:

- International Federation of Christian Factory and Transport Workers.
- International Federation of Petroleum Workers.
- International Federation of Christian Trade Unions of Salaried Employees, Technicians, Managerial Staff and Commercial Travellers.
- International Federation of Industrial Organisations and General Workers' Unions.

International Federation of Commercial, Clerical and Technical Employees.

106. The Committee on Industrial Committees recommends to the Governing Body that the international non-governmental organisations referred to in paragraph 105 above be invited to be represented by observers at the Sixth Session of the Petroleum Committee.

Invitation of Observers to the “Ad Hoc” Civil Aviation Meeting.

107. The Committee had before it a document in which it was stated that in addition to the non-governmental organisations which have consultative status, a certain number of international employers' and workers' organisations are particularly interested in civil aviation and were accordingly represented by observers at the previous Ad Hoc Civil Aviation Meeting (Geneva, November-December 1956). The organisations concerned are, for the employers, the International Air Transport Association (I.A.T.A.), and, for the workers:

- The International Transport Committee of the International Federation of Christian Trade Unions.
- The International Transportworkers' Federation.

108. The Committee on Industrial Committees recommends to the Governing Body that the non-governmental organisations mentioned in paragraph 107 above should be invited to be represented at the Ad Hoc Civil Aviation Meeting.

GELLER,
Chairman and Reporter.
APPENDIX XIII

Thirteenth Item on the Agenda: Report of the International Organisations Committee

1. The International Organisations Committee met on Friday, 26 February 1960, in connection with the 144th Session of the Governing Body.

Election of a Chairman and Reporter

2. On the proposal of Mr. Rowell (United States, Government member), seconded by Mr. Tata (Indian, Employer member) and Mr. Nielsen (Danish, Worker member), Mr. Rossetti (United Kingdom, Government member) was unanimously elected Chairman and Reporter of the Committee.

Problems Arising from Commodity Price Fluctuations

3. In response to a request made at the 143rd Session of the Governing Body, the Committee had before it a document intended to serve as a basis for examination of the problems arising from commodity price fluctuations, to the extent that such problems were of special interest to the I.L.O., and of action which the I.L.O. might consider in this field.

4. This document outlined the problem presented for countries exporting primary commodities by the relationship between primary commodity prices and the prices of the manufactured goods necessary to their development which they had to import in return. It reviewed briefly recent trends in commodity prices, the causes of short-term price fluctuations and the effects of falling commodity prices on the balance of payments of the countries concerned. It drew attention to the three main types of measures which might be taken with a view to the stabilisation of individual commodity markets, namely international commodity arrangements, national schemes, and action taken by private concerns or individuals.

5. In regard to international action on commodity prices, the document indicated, in particular, the work being carried out by the United Nations, including the regional economic commissions and the Commission on International Commodity Trade of the Economic and Social Council, by the Food and Agriculture Organisation (F.A.O.), by the General Agreement on Tariffs and Trade (G.A.T.T.) and by the Administrative Committee on Co-ordination (A.C.C.) Subcommittee on Commodity Problems. It pointed out that the I.L.O. was regularly represented at the A.C.C. Subcommittee, where it had stressed the importance which it attached to the avoidance of violent fluctuations in commodity prices, but where it had also been made clear that the I.L.O.'s preoccupations were with the aim of securing greater stabilisation of commodity prices, rather than with the technical methods of achieving this aim, the study of which was within the competence of other organisations.

6. As regards possible scope for further action by the I.L.O. in this field, it was suggested in paragraph 35 of the document that the International Organisations Committee might wish to consider whether it should recommend to the Governing Body (a) that it place on record a formal expression of the importance which the I.L.O. attached, in the interests of the workers and employers, to the avoidance of violent fluctuations in commodity prices; (b) that it request the Director-General to convey to the appropriate international organisations this expression of the views of the Governing Body; and (c) that it request the Director-General to remain in close touch with the other international organisations concerned, with a view to drawing the attention of the Governing Body to any subsequent developments in international consideration of the matter that might call for a further expression of opinion by the Governing Body.

7. During the discussion to which the document gave rise, Mr. Tata, who had raised the matter at the previous session of the Governing Body, drew attention to three problems which were of special interest to the I.L.O., and of action which the I.L.O. might take, namely the impact of fluctuations in prices of food crops on the cost of living and consequently on real wages and income; the impact of fluctuations in prices of cash crops on the employment potential of under-developed countries; and the impact of fluctuations in primary commodities on the general development of the economy of underdeveloped countries. While recognising that it was for other organisations to work out the technical methods of securing greater stabilisation of commodity prices, he considered that, since fluctuations in commodity prices which adversely affected wages and employment undermined the whole purpose of the action of the I.L.O., aimed at achieving higher social standards, it was clearly the I.L.O.’s responsibility to institute and encourage remedial action in this field.

8. The Worker members supported the idea that the I.L.O. should take action of a more positive nature than merely keeping in touch with the other organisations dealing with these problems. While agreeing with the general lines of action suggested by Mr. Tata, they felt that the proposals for further I.L.O. action outlined in paragraph 35 of the Office paper, but should, in addition, take measures for the establishment of a standing committee composed of representatives of the F.A.O., G.A.T.T., the Economic Commission for Asia and the Far East (E.C.A.F.E.) and the I.L.O., and possibly within the framework of the A.C.C., to make a detailed and continuing study of the matter, dealing with specific problems as they arose, and to convene a meeting which would bring together representatives of the member countries of the E.C.A.F.E. and the economic experts of the above-mentioned international organisations, with a view to initiating joint action to stabilise the prices of primary commodities, possibly through regional stockpiling and regional controls.

9. The United Kingdom Government member stressed that the I.L.O. must beware of establishing new machinery which would duplicate work already in hand. He considered that the I.L.O. could best pursue its interest in the matter through the A.C.C. where, by emphasising its concern about the effects of commodity price fluctuations on wages and employment, it could encourage the continuance and intensification of efforts to eliminate the causes. The United Kingdom Government was prepared to endorse the recommendations contained in paragraph 35, but would have no objection to their being strengthened.

10. It was then suggested that, in addition to recommending to the Governing Body the action outlined in
paragraph 35, the Director-General might be requested to study further the specific proposals made during the Committee’s discussion of the matter and to undertake consultations regarding them with the other organisations concerned, with a view to reporting back to the Committee at the November session of the Governing Body.

11. During the discussion which followed this suggestion, the Worker members expressed the view that there was not much point in making the recommendations contained in paragraph 35 to the Governing Body. They believed that the question was of such importance as to merit a broader examination than was possible within the limited framework of the Committee. Other members of the Workers’ group besides the Worker members of the International Organisations Committee were seriously concerned with the problems of commodity price fluctuations. The Worker members of the Committee therefore suggested that a new document should be prepared which would take into account the proposals made during the Committee’s discussion, as well as proposals which had been made by other I.L.O. bodies, such as the Plantations Committee, and be placed before the plenary sitting of the Governing Body.

12. Other members, while agreeing that the matter merited a full exchange of views by all the members of the Governing Body, considered that it would not be expedient to place the matter before the Governing Body without the benefit of a preliminary discussion in the Committee.

13. It was suggested to the Worker members that they might wish to see a further document on the question and if, after studying the document, they still felt that the matter should be submitted directly to the plenary sitting of the Governing Body, they could make a formal proposal in this sense; or they could, if they so desired, arrange for fuller representation of their group at the Committee during the discussion of this question.

14. The Worker members accepted this procedure.

15. It was finally agreed that, in the circumstances, the Committee would not, at this stage, make recommendations to the Governing Body, but that the Office would study further the specific suggestions for action made during the Committee’s discussion and would undertake consultations with the other organisations concerned, with a view to preparing a further document on the matter for consideration at the November session of the Governing Body.

Proposal for the Establishment of New Machinery within the United Nations to Deal with Industrial Development

16. The Committee was informed of the unanimous adoption by the General Assembly of the United Nations, at its Fourteenth Session, of a resolution recommending that the Economic and Social Council, at its Twenty-ninth Session (April 1960), give consideration to the prompt establishment of a Commission for Industrial Development. The Assembly resolution, while noting with appreciation the activities of the United Nations regional economic commissions in the field of economic growth and industrialisation in their respective regions, expressed the view that the process of industrial development called for a wider dissemination of advanced technological knowledge, which was not at present sufficiently available in the underdeveloped countries. The resolution also emphasised the need to expand the means of providing advice, information and assistance by the United Nations to underdeveloped countries in the planning and execution of their industrial development, to accelerate the process of industrialisation and to keep the General Assembly informed of the pace of their industrial growth.

17. The Committee, in noting the Assembly’s decision, stressed the need for the closest possible co-ordination between the activities of any new United Nations machinery which might be established to deal with industrial development and the activities in this field of the I.L.O., and expressed its interest in being kept informed of further developments in this connection.

18. The Committee decided to recommend to the Governing Body—

(a) That it request the Director-General to bring to the attention of the Economic and Social Council at its Twenty-ninth Session:

(i) the activities and interests of the I.L.O. in the field of industrialisation, particularly as regards manpower surveys, employment organisation, vocational training, management development, productivity improvement and conditions of work, in view of the dependence of other aspects of industrial development upon these activities; and

(ii) the desirability of ensuring, through close co-ordination from the outset, that any new machinery established pay full regard to these activities and interests of the I.L.O., both with a view to avoiding overlapping and duplication of effort and to strengthening the effectiveness of its own work.

(b) That it draw the attention of those of its Government members whose governments were members of the Economic and Social Council to the desirability of their governments’ representatives at the Council being instructed to ensure that provision was made for the closest possible co-ordination between the activities of any new United Nations machinery which might be established to deal with industrial development and the activities in this field of the I.L.O.

(c) That it request the Director-General to keep it informed of further developments in this connection.

Fourteenth Session of the General Assembly of the United Nations

19. The Committee took note of a document on the Fourteenth Session of the General Assembly of the United Nations, which had been submitted to it for information. Mr. Fennema requested that information on the discussion at the Fourteenth Session of the Assembly concerning the credentials of the Hungarian delegation should be provided at the next session of the Governing Body. Mr. Tata asked to be kept informed of further developments in regard to the programme for low-cost housing, in particular industrial housing.

Joint W.H.O.-I.L.O. Seminar on Occupational Health in Western Pacific Countries

20. After examining the document submitted to it on the tentative arrangements which had been made by the secretariats of the two organisations in regard to this seminar, the Committee decided to recommend to the Governing Body that it approve the arrangements for the organisation of the Joint W.H.O.-I.L.O. Seminar on Occupational Health in Western Pacific Countries.

H. F. Rossetti, Chairman and Reporter.
Fourteenth 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 on Friday, 26 February 1960, under the chairmanship of Mr. Purpura.

Application of Conventions and Recommendations

Form for the Annual Report on the Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

2. The Governing Body decided at its 143rd Session to refer back to the Committee, for further consideration, the form of report on the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), so that account could be taken of the remarks made by one of its members. This member had pointed out that some of the wording of Part I might cause undue complications since it seemed to require the communication of all legislation relevant to employment and occupation, even if only to show that such legislation contained no form of discrimination. The Committee has now agreed on a modified report form, Part I of which has been redrafted, so as to make clear that information is sought only concerning legislation, administrative regulations, etc., which either specifically provide against discrimination as defined in the Convention or which permit any form of such discrimination. The Committee therefore recommends that the Governing Body approve the modified form of report on the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

Form for the Annual Report on the Plantations Convention, 1958 (No. 110)

3. In accordance with the usual practice, the Committee examined the draft form to be used as a basis for the reports on the Plantations Convention, 1958 (No. 110), which governments of ratifying States will have to submit in accordance with article 22 of the Constitution. The Committee noted that a special sentence added under Part II of the form is designed to avoid double reporting in cases where information has been supplied previously on other ratified Conventions which contain provisions corresponding to those of Convention No. 110. The Committee therefore recommends that the Governing Body approve the form of report on the Plantations Convention, 1958 (No. 110).

Supply of Reports in 1961 on Unratified Conventions and on Recommendations (Article 19 of the Constitution)

4. The Committee gave its approval to the draft submitted to it and recommends that the Governing Body approve the form of report on the Plantations Convention, 1958 (No. 110).

5. At its 142nd Session (May-June 1959) the Governing Body decided to request reports in 1961, under article 19 of the Constitution, on the Forced Labour Convention, 1930 (No. 29), the Abolition of Forced Labour Convention, 1957 (No. 105) and on the two Forced Labour Recommendations adopted in 1930. In view of the particular importance of the two Conventions and the opportunity provided by the article 19 procedure for a comprehensive review of the effect given to them, it would appear desirable, in accordance with a method followed previously in regard to other fundamental Conventions, to adopt special report forms designed to guide governments in the preparation of their article 19 reports.

6. The Committee therefore recommends to the Governing Body that it approve the special forms for reports to be submitted under article 19 of the Constitution under the Forced Labour Convention, 1930 (No. 29), and the Abolition of Forced Labour Convention, 1957 (No. 105).

Possible Modification of Present Arrangements regarding Periodical Reports on the Working of Conventions

7. In accordance with a request formulated by the Committee at the 143rd Session of the Governing Body, the Director-General submitted to it a paper on the desirability of modifying present arrangements regarding periodical reports on the working of Conventions. This note reviewed the current position in regard to such reports and contained proposals for adapting the arrangements now in operation to present requirements.

8. The Conventions adopted by the International Labour Conference contain a standard final Article requiring the Governing Body to present to the General Conference of the International Labour Organisation a report on the working of the Convention and to consider the desirability of placing on the Conference agenda the question of its revision. In the case of 92 of the 98 Conventions adopted by the Conference at its first 32 sessions a periodicity of ten years was laid down for these reports. Five other Conventions provide for a five-yearly report. The Governing Body has thus far presented to the Conference a total of 85 reports on the working of 58 Conventions.

9. The some eight to ten periodical reports which have, therefore, to be prepared and examined every year, have come to involve an increasing amount of work for governments, for the Governing Body and for the International Labour Office. The question of the practical value of these reports was already considered by the Governing Body Committee on the Application of Conventions and Recommendations in 1950 and 1951, when their presentation at fixed intervals was found to be of debatable value, since few proposals for revision of Conventions have arisen in connection with the periodical reports. The desirability of continuing to include, in future Conventions, clauses for automatic ten or five-yearly reports on their working was therefore questioned, and the Governing Body recommended the Conference to insert in future Conventions a new standard final Article under which the Governing Body would present a report “ at such times as it may consider necessary.”

10. This new Article, which appears in all Conventions adopted since 1951, and which has worked satisfactorily, enables the Governing Body to decide on the preparation and presentation of a report on the working of a Convention whenever it seems desirable to give full consideration to its possible revision, rather than at rigidly fixed intervals. Such a new, selective approach appears all the more appropriate because the Governing Body has been in a position, since 1948, to request reports every year under article 19 of the Constitution on the effect given to certain unratified Conventions, thus enabling the Organisation to have at its disposal a much wider range of information on the implementation of Conventions than was hitherto available. The usefulness of this yearly review has been repeatedly
recognised by the International Labour Conference and has been further enhanced in recent years as a result of the decision of the Committee of Experts to analyse together reports received both from ratifying countries under article 22 and from non-ratifying countries under article 19. The Governing Body is thus in a position to call for article 19 reports on Conventions of particular interest and it can also draw up the relevant forms of report so as to secure information on points deserving special attention from the point of view of the possible revision of a Convention.

II. The continued existence, side by side, of two distinct systems of reporting, one of which operates according to an automatic and rigid timetable, has on occasion led to a duplication of effort which might be avoided in future if the principle of selectivity, used for periodical reports in the Conventions adopted since 1951, could be extended to all the Conventions adopted before that date.

12. Any attempt to achieve greater uniformity makes it necessary to bring the wording of the final Article used up to 1951 into line with that used subsequently, and the simplest method available for this purpose would appear to be the adoption of a new Final Articles Revision Convention. An instrument of this character was adopted in 1946 in order to provide for the taking over of the chancery functions previously entrusted to the League of Nations and to introduce certain other amendments. The 1946 Article was dealt with into force after two ratifications and has now been ratified by almost 50 States Members and has at no time given rise to any difficulty. In accordance with this precedent, the Committee recommends the Governing Body to place on the agenda of the Conference the consideration of a second Final Articles Revision Convention, whereby the Conference would release the Governing Body from the obligation to submit periodical reports to it at prescribed intervals and substitute the provision for the submission of such reports at the discretion of the Governing Body, which will have been included in all Conventions adopted since 1951.

13. In view of the purely formal character of this instrument, the usual procedure governing the preparation of the draft instrument might be replaced, as in the case of the 1946 Final Articles Revision Convention, by the circulation to governments of a succinct report setting out the reasons which underlie the Governing Body's decision to place this item on the agenda. The Committee therefore recommends to the Governing Body that it place on the agenda of the 45th (1961) Session of the International Labour Conference the question of the adoption of a new Final Articles Revision Convention.

STANDING ORDERS

Number of Ratifications Required to Bring International Labour Conventions into Force

14. The Committee to consider the Improvement of the Practical Methods of Working of the International Labour Conference requested that the question of the number of ratifications necessary to bring a Convention into force should be examined by the Committee on Standing Orders and the Application of Conventions and Recommendations.

15. A document submitted to the Committee gave an account of previous consideration of the question in various I.L.O. organs and indicated what the practice of the International Labour Conference in the matter had been. It noted that material showed, first, that it had always been recognised that it was for the Conference to determine the conditions for the entry into force of international labour Conventions and, secondly, that the Conference had chosen to make two ratifications the normal requirement for entry into force, but to vary this requirement in exceptional cases. Finally, it was suggested in the document that there did not seem to be much practical difference between requiring two or requiring three, four or five ratifications for entry into force.

16. From the discussion in the Committee it was clear that there was no general desire or agreement to recommend a change in the practice which has been generally applied to international labour Conventions.

17. There was general agreement that in any particular cases in which such action is necessary, the competent Conference Committee could make proposals for the inclusion of special provisions concerning entry into force of an international labour Convention.

18. A proposal was made by an Employer member that the Committee recommend that the question of the number of ratifications required to bring a Convention into force be discussed on its next meeting by the competent Conference Committee in every case. This proposal was opposed by the Worker members, who considered that it was necessary for the competent Conference Committee to consider the question only in cases in which it wished to make some special proposal. There was, accordingly, no agreement on the proposal.

R. PURPURA, Chairman.

SUPPLEMENTARY NOTE

Question Adjourned from the Report to the 143rd Session of the Governing Body

At its 143rd Session, when considering the report of the Committee on Standing Orders and the Application of Conventions and Recommendations, the Governing Body adjourned to its next session the section of the report relating to the legal protection of the name of the Organisation.

2. The relevant part (paragraphs 6-11) of the Committee's report to the 143rd Session is reproduced below. The Governing Body is requested to take a decision on paragraph 11 of the appended text.

Extract from the Report of the Committee on Standing Orders and the Application of Conventions and Recommendations to the 143rd Session of the Governing Body

Legal Protection of the Name of the Organisation.

6. In a document on this question submitted to the Committee attention was drawn to the fact that there had been a number of cases in recent years of misuse of the name of the International Labour Organisation or of its initials by private persons or organisations. These cases had occurred in various countries. In most of these cases the Office had been advised that the name of the International Labour Organisation or of its initials had been infringed. In some cases, action had been taken by the Office to stop this misuse. In other cases, the Office had taken no action.

7. The Committee noted that the International Labour Organisation had never taken any official steps to obtain protection of its name in every country, although it had in the past been the practice of the I.L.O. to act in this way in cases of serious infringement of the name of the I.L.O. or of the Emblem or Name of the Office. It was noted, further, that the deliberative assemblies of some other international organisations had adopted resolutions urging members to take measures for the protection of the name of the organisation and to report to the Secretariat the cases of infringement observed.

8. It was pointed out in the document submitted to the Committee that one aspect of the problem, namely the use of the emblems, seals, names or initials of international organisations as trademarks, had been dealt with in the Convention for the Protection of Industrial Property as amended in Lisbon on 31 October 1958. At the same time, the Committee noted that misuse of the name of the Organisation is by no means restricted to trademarks, and that it might be desirable to draw the attention of Members, at a time when...
many will be examining the question of ratification of the revised Convention for the Protection of Industrial Property, to the necessity of obtaining general protection for the name of the Organisation and its abbreviations.

9. In these circumstances, the Committee considered that an attempt should be made to obtain more widespread protection for the I.L.O., similar to that which certain other international organisations at present enjoy. It further considered that an appropriate method of dealing with the matter would be for the Governing Body to submit to the Conference for adoption a draft resolution concerning the legal protection of the name of the Organisation.

10. The Committee proposes the following language to the Governing Body as a possible draft resolution for submission to the Conference:

The General Conference of the International Labour Organisation,

Having noted Resolution 92 (1) of the General Assembly of the United Nations concerning the protection of the emblem, seal and name of the United Nations,

Having noted further the provisions concerning the protection, in connection with trademarks, of emblems, abbreviations and titles of international intergovernmental organisations contained in the Convention for the Protection of Industrial Property, as amended at Lisbon on 31 October 1958,

Recognising the necessity of obtaining legal protection for the name of the Organisation and for its abbreviations and of thereby preventing the use of the goodwill extended to international organisations for improper purposes,

Urges that States Members of the International Labour Organisation take all measures, including where appropriate the application to the I.L.O. of the Convention for the Protection of Industrial Property, as amended in 1958, and of any legislative provisions for the protection of international organisations, which may be necessary to prevent the use, without authorisation by the Director-General, of the name of the International Labour Organisation and all abbreviations of the name through the use of its initial letters as well as of the name of the International Labour Office and abbreviations thereof.

11. The Governing Body may wish to submit the above text to the Conference for adoption.
Fifteenth Item on the Agenda: Proposals relating to an International Vocational Training Information and Research Centre to Be Established by the I.L.O. in Co-operation with the Council of Europe

No document was submitted to the Governing Body under this item on its agenda.
Proposals for the Establishment of a Panel of Consultants on the Problems of Young Workers

1. The Governing Body will recall that, on the recommendation of the Committee to Review the Programme of I.L.O. Conferences and Meetings, the decision of principle has been taken to disband the existing Correspondence Committees and to replace them by Panels of I.L.O. Consultants in the fields covered by the present Convention. In accordance with the decision, it is now proposed to substitute for the Correspondence Committee on Juvenile Employment a Panel of Consultants on the Problems of Young Workers.

2. The Governing Body will also recall that the International Labour Conference, at its 43rd (1959) Session, adopted a resolution on youth problems which, inter alia, welcomed the decision of principle to transform the previous Correspondence Committee into a Panel of Consultants on the Problems of Young Workers and expressed the hope that this Panel would include members reflecting the views and experience of governments, employers' organisations, trade unions and other appropriate organisations concerned with the needs and problems of young workers.

3. It is suggested that the Panel of Consultants on the Problems of Young Workers should be composed in the first instance of some 20 to 25 members selected from the various regions and including persons reflecting the views and experience of governments, employers' organisations, trade unions and other appropriate organisations serving or representing youth. In line with the recommendations of the Committee to Review the Programme of I.L.O. Conferences and Meetings, it is proposed that the consultants should be appointed for a period of five years and that they should be chosen on the basis of the position they hold or the functions they have as regards the problems of young workers. Their appointment would remain valid only so long as they continue to hold a position, or to exercise a function, justifying their maintenance as members of a consultative panel of experts dealing with the problems of young workers.

4. As in the case of the other Panels of Consultants, the primary functions of the Panel on the Problems of Young Workers would be to keep the Office informed of major developments relating to young workers, to provide additional information to the Office on basic trends of particular concern to youth, and to advise the Office and assist it, on request, to reply to specific questions. The Panel would thus serve as a consultative body on those matters relating to youth which fall within the special competence of the I.L.O. It would normally operate through correspondence and such other forms or mutual co-operation as may be practicable, including occasional meetings, as necessary and as financial possibilities allow.

5. It is suggested that the members of the Panel should be selected by the Director-General, after appropriate consultations, the list being submitted to the Governing Body for approval in the usual manner.

6. It may be noted that the mandates of the members of the previous Correspondence Committee on Juvenile Employment have all expired. The members will be informed of the modified arrangements for consultation on youth problems approved by the Governing Body.

7. The Governing Body is thus invited—

(a) to approve the establishment of a Panel of Consultants on the Problems of Young Workers composed in the first instance of some 20 to 25 members selected from the various regions and including persons reflecting the views and experience of governments, employers' organisations, trade unions and other appropriate organisations concerned with the needs and problems of youth, and appointed for a period of five years;

(b) to authorise the Director-General to undertake the consultations necessary for the selection of the initial members of the Panel, and to submit his proposals for the Panel membership to the Governing Body for approval, if possible at its 147th Session in November 1960.

Committee of Experts on the Application of Conventions and Recommendations

New Appointment.

8. The Governing Body was informed at its 140th and 141st Sessions (November 1958 and March 1959) that proposals would be made at a later stage with regard to the vacancies on the Committee. The Governing Body is now invited to appoint to the remaining vacancy, for a period of three years, the following new member:

Mr. Arnold Gusinski (Poland), Doctor of Law, University of Warsaw; since 1956 Lecturer in Law at the University of Warsaw; Acting Secretary-General of the Institute of Jurisprudence of the Polish Academy of Sciences; Chairman of the Working Party of the Codification Commission on the Legal Liability of Minors; Member of the Working Party for the Systemisation of Labour Law.

9. Provision is made in the budget for 1960 for the cost of participation of an additional member of the Committee of Experts.

Committee of Social Security Experts

10. The term of appointment of the members of the Committee of Social Security Experts, appointed by the Governing Body at its 133rd and 134th Sessions (November 1956 and March 1957), is about to expire.

11. It will be recalled that a meeting of some of these experts was held early in 1959, and that, in the light of the recommendations made by them in their report, the Governing Body at its 143rd Session decided to include in the agenda of the 45th (1961) Session of the International Labour Conference an item entitled "Equality of treatment of nationals and non-nationals in social security". Consultation by correspondence has been carried on between the Office and members of the Committee of Social Security Experts in connection with technical aspects of the preparation of the preliminary report on this item for the Conference. This collaboration has been most valuable, and the Director-General would like to be able to continue to avail himself of the knowledge and experience of the same experts throughout the period of preparation of the above-mentioned item for the Conference and to call on them for any necessary information on technical points that may arise out of the first discussion at the 45th (1961) Session of the Conference.
12. While no meeting of the experts on social security in general is contemplated within the coming two years, proposals are being submitted to the Governing Body for a meeting in 1960 of the Actuarial Subcommittee, whose members form part of the Committee of Social Security Experts, but who have not yet been convened to a meeting since their appointment in 1956.1

13. In the light of the above circumstances, it is suggested that the term of office of the members of the Committee of Social Security Experts whose appointments are about to expire should be prolonged until the end of 1961.

Reappointments.

14. The Governing Body is accordingly invited to renew the appointment of the following members until 31 December 1961:

**Experts on Social Security in General.**

- Colonel V. M. ALBUQUERQUE (Indian)
- Mr. V. A. ARALOV (U.S.S.R.)
- Mr. Mohamed BADRAN MOHAMED (U.A.R.)
- Mr. C. CARLONI (Italian)
- Mr. J. DOUBLET (French)
- Mr. C. ECHEVERRI HERRERA (Colombian)
- Mr. G. GONZÁLEZ ROSALES (Peruvian)
- Mr. W. HÜBINGER (Austrian)
- Mr. K. JANTZ (German, Federal Republic)
- Mr. P. JUHL-CHRISTENSEN (Danish)
- Mr. Beêr KIRAC (Turkish)
- Mr. F. KOLASA (Polish)
- Mr. Ottar LUND (Norwegian)
- Mr. Mario PINTO PASSOS (Brazilian)
- Mr. J. D. L. POZZO (Argentinian)
- Mr. D. SÁNCHEZ JUÁREZ (Mexican)
- Mr. Arnold SÄRCH (Swiss)
- Mr. Makoto SUETAKA (Japanese)
- Mr. A. C. M. VAN DE VEN (Netherlands)
- Mr. G. VLADOV (Yugoslav)
- Mr. L. WATILLON (Belgian)
- Mr. J. W. WILLARD (Canadian)
- Mr. A. E. T. WILLIAMS (New Zealand)

**Experts on Actuarial Questions.**

- Mr. A. E. T. WILLIAMS (New Zealand)
- Mr. J. W. WILLARD (Canadian)
- Mr. C. E. CLARKE (United Kingdom)
- Mr. A. C. M. VAN DE VEN (Netherlands)
- Mr. D. SÁNCHEZ JUÁREZ (Mexican)
- Mr. T. V. RYABUSHKIN (U.S.S.R.)

**Experts Nominated after Consultation with the Employers' Group of the Governing Body.**

- Mr. BELLACCI (Italian)
- Mr. A. M. COPPINI (Italian)
- Mr. Rolando GONZALEZ BUSTOS (Chilean)
- Mr. Jessé MONTELLO (Brazilian)
- Mr. Robert J. MYERS (United States)
- Mr. Francis NETTER (French)
- Mr. T. V. RYABUSHKIN (U.S.S.R.)

**Experts Nominated after Consultation with the Workers' Group of the Governing Body.**

- Mr. René APPEL (French)
- Mr. C. R. DALL (United Kingdom)
- Mr. H. KORTE (Netherlands)
- Mr. R. MELAS (Austrian)
- Mr. E. PARRI (Italian)

**Experts Nominated by the International Social Security Association.**

- Mr. P. J. KEADY (Irish)
- Mr. Clément MICHEL (French)

1 See below.
great importance, as the Office has had the opportunity of appreciating in the course of various conferences and seminars that have been organised either under its own auspices or by other international organisations. The Meeting of Experts on Labour and Social Security Statistics (Geneva, October 1956) and the Ninth International Conference of Labour Statisticians (Geneva, May 1957) made an over-all review of questions relating to social security statistics. It is desirable that the actuaries should endeavour to find practical ways of giving effect to the suggestions put forward at the above-mentioned meetings.

23. At its 143rd Session the Governing Body decided to place on the agenda of the 45th (1960) Session of the International Labour Conference the question of equality of treatment in matters of social security. The Organisation has always given particular attention to the financial aspects of social security for migrant workers, especially with respect to the maintenance of acquired rights or rights in the course of acquisition, under pension insurance schemes. Much experience has been accumulated during the post-war period through the application of numerous bilateral and multilateral social security agreements, and it would be useful if the experts on actuarial questions were to assess the financial implications of the various solutions adopted in these agreements.

24. In the light of the foregoing considerations it is suggested that the Governing Body might lay down the following agenda for the proposed meeting:

I. Development of a minimum programme of social security statistics, including definitions and methods, in the light of the results of the Ninth International Conference of Labour Statisticians.

II. Actuarial aspects of the international Conventions on social security for migrant workers, and particularly of the maintenance of acquired rights, or rights in the course of acquisition, under pension insurance schemes.

III. Compilation of appropriate actuarial data in respect of countries which have recently established social security plans.

Composition.

25. The Committee of Social Security Experts includes eight actuaries who form its Actuarial Subcommittee. It is highly desirable that there should be full attendance at the meeting in order to enable the Office to elicit information relating to the various areas and the different schemes. In case, therefore, any members of the Subcommittee should be unable to attend the meeting, the Governing Body is invited to authorise the Director-General to appoint suitable substitutes.

Invitations to Observers.

26. It would be appropriate to invite the international organisations concerned to appoint experts to participate in the meeting as observers. Proposals as to the organisations to be invited will be submitted to the Governing Body at its next session.

Date, Duration and Place.

27. It is proposed that the meeting should be held in Geneva at the beginning of October 1960 for a period of six days, from Tuesday, 11 October (afternoon) to Monday, 17 October (morning). The Governing Body will be asked to take a final decision as to the date in connection with the general programme of meetings.

Financial Implications.

28. The estimate of $6,900 provided under sub-item 2.73 of the 1960 budget would be sufficient to cover the expense of a meeting organised on the above lines.

29. The Governing Body is invited—
(a) to approve the convening of a meeting of the Actuarial Subcommittee of the Committee of Social Security Experts in Geneva at the beginning of October 1960 for a period of six days;
(b) to approve the agenda for the meeting as set forth in paragraph 24 above;
(c) to authorise the Director-General to take the necessary steps, as indicated in paragraph 25 above, to secure full attendance of eight experts on actuarial questions at the meeting.

Permanent Agricultural Committee

Composition.

30. At its 143rd Session, the Governing Body decided to convene the Sixth Session of the Permanent Agricultural Committee in October-November 1960 and approved its agenda. The Governing Body also noted that as the term of office of members of the Committee had expired, the Director-General would, after the usual consultations, submit a list of experts so that the necessary appointments could be made.

31. Having regard to the increase in the number of States Members and with a view to achieving better geographical distribution, provision has been made to raise the number of experts from 24 to 28. The necessary credit was included in the 1960 budget by the Governing Body at its 141st Session (March 1959) and approved by the International Labour Conference at its 43rd (1959) Session. After consultations with governments and with the Employers' and Workers' groups of the Governing Body, the Director-General proposes to the Governing Body to appoint the following experts as members of the Permanent Agricultural Committee for a period of three years:

Mr. Ungki Aziz (Federation of Malaya), Professor, University of Malaya, Singapore.
Mr. Horace Belshaw (New Zealand), Professor, University of Auckland.
Mr. M. R. Bhide (Indian), Additional Secretary, Ministry of Community Development and Co-operation.
Mr. Vasili R. Boeiev (U.S.S.R.), Institute of Scientific Research.
Mr. Eduardo Castillo Pliego (Mexican), adviser to the Mexican Trade Union Federation (C.T.M.).
Mr. S. J. Chagnon (Canadian), Assistant Deputy Minister of Agriculture.
Mr. M. A. Cheema (Pakistan), Secretary-General, Food and Agricultural Commission.
Mr. H. Collinson 1 (United Kingdom), General Secretary, British National Union of Agricultural Workers.
Mr. Louis Conil-Lacoste 1 (French), President of the Provident Fund of Supervisory Farmworkers.
Mr. Louis J. Ducoff 1 (United States), Division of Farm Population and Rural Life, Department of Agriculture.

1 Former member.
Mr. C. EVELPIDIS (Greek), former Minister of Agriculture.
Mr. Mustafa FILALI (Tunisian), former Minister of Agriculture, Director of the Agrarian Reform Services.
Mr. Rómulo A. FERRERO (Peruvian), former Minister of Agriculture.
Mrs. I. GROSZ (Polish), member of the Central Committee of the Farmers’ Mutual Assistance Union.
Mr. E. HALME (Finnish), Managing Director, Federation of Agricultural Employers.
Mr. Haim HALPERIN (Israeli), Director-General, Agricultural Bank of Israel.
Mr. Mahmoud Tewfik HEFNAWI (United Arab Republic), former Minister of Agriculture, former Dean of the Faculty of Agriculture, Egyptian Region.
Mr. René LARCHEVÊQUE (French), Inspector-General of Agriculture.
Mr. Emile MACHIELSEN (Belgian), Chairman, Belgian Agricultural Workers’ Union.
Mr. Giuseppe MISSERVILLE (Italian), Italian General Confederation of Agriculture.
Mr. A. MONTEIRO (Brazilian), President of the Agricultural Confederation.
Mr. Helmut SCHMALZ (German, Federal Republic), General Secretary of the Landworkers’ Union.
Mr. Antonio Carlos VIVANCO (Argentinian), Director of Legal Affairs, National Agrarian Council.
Mr. G. H. WILSON (United States), farmer, member of the Farm Bureau.
Mr. H. WOOLLEY (United Kingdom), President, National Farmers’ Union.
Mr. M. ZAHEDI (Iranian), member of the Senior Council of Farmers.

32. As will be seen, the above list is not quite complete as consultations for two seats are still continuing with the national authorities. A supplementary list will therefore be submitted to the Governing Body for its approval at its next session.

Date and Place of the Sixth Session.

33. At its 143rd Session the Governing Body also noted that proposals concerning the precise date and place of the meeting would be submitted later. The dates suggested were 24 October-4 November 1960. The Governing Body will be asked to confirm these dates in connection with the general programme of meetings.

Supplementary Note

Statement by the World Federation of Trade Unions concerning the Proposals for the Establishment of a Panel of Consultants on the Problems of Young Workers

The following statement submitted by the representative of the World Federation of Trade Unions is circulated with the consent of the Officers of the Governing Body.

The World Federation of Trade Unions wishes to draw the attention of members of the Governing Body to the urgent need for the measures proposed. It believes that these measures would give effect, in part, to the invitation addressed to the Governing Body by the International Labour Conference in 1959 concerning the problems of young workers.

Like the Conference resolution, the World Federation of Trade Unions considers that it has become necessary in many countries to deal with the economic and social requirements of young workers and that their problems are in pressing need of solution. The World Federation of Trade Unions also considers that advantage should be taken, as soon as possible, of the opportunity afforded the Governing Body to convene meetings of the consultants to carry out a systematic study of problems affecting young workers with the object of promoting early solutions thereof.

The World Federation of Trade Unions therefore proposes that the Director-General be authorised to submit, along with his proposals for the membership of the Panel of Consultants on the Problems of Young Workers, proposals for the convocation of a meeting of the consultants and for the agenda of such a meeting. The questions to be discussed could be selected from among the many problems with which young workers are faced, such as employment, access to vocational training and general educational facilities, age limits affecting wages, fixing of guaranteed minimum wage, apprenticeship wages and allowances, contract of apprenticeship and other conditions affecting young men and women, and other current problems of young workers.

1 Former member.
APPENDIX XVII

Seventeenth Item on the Agenda: Report of the Director-General

I. Obituary

Mr. Helio Lobo.

1. The Director-General announces with deep regret the death on 1 January 1960 of Mr. Helio Lobo, former Brazilian Government representative on the Governing Body.

2. Mr. Lobo was born at Juiz de Fóra (Minas Gerais) in 1883 and took his doctorate in law at the University in that centre. In 1910 he entered the Brazilian Ministry of Foreign Affairs and thereafter served as Secretary-General of the Brazilian delegation to the Versailles Conference, as Consul-General in London and New York, as Minister to Uruguay and the Netherlands, and in a number of other eminent posts. He was a leading member of the Brazilian Academy of Letters and of other learned societies.

3. Mr. Lobo represented the Brazilian Government on the Governing Body from 1938 to 1942 and again from 1947 to 1950, where his solicitude for the interests of the Organisation and his unfailing courtesy won him wide respect. During the same periods he was also a delegate to a number of sessions of the International Labour Conference. He was the only member of the Governing Body who accompanied the staff of the International Labour Office transferred to the working centre at Montreal in 1940 and during the early years in that centre he played an important part in maintaining the activities of the I.L.O. From 1945 to 1955 he served with distinction on the I.L.O. Committee of Experts on the Application of Conventions and Recommendations.

Mr. Albert Devèze.

4. The Director-General regrets to inform the Governing Body of the death in Brussels, on 28 November 1959, of Mr. Albert Devèze, a former Deputy Premier and Cabinet Minister, former Bâtonnier of the Brussels Bar, Minister of State, holder of the highest Belgian and foreign distinctions, and President of the Administrative Tribunal of the International Labour Organisation.

5. For nearly 50 years Albert Devèze occupied a place in the forefront of Belgian politics. Born in 1881, called to the Bar in 1902 and elected to Parliament in 1912, he became a Minister for the first time in 1920 as the head of the Belgian Department of National Defence, a portfolio he was again to hold from 1932 to 1936 and from 1949 to 1950. He was Minister of the Interior in 1940 and Minister of Economic Affairs in 1949. In addition to the high offices he held in the Belgian Government, he took an active part in the passing of much important legislation, particularly in the labour field. At the same time, Albert Devèze pursued a brilliant career as a jurist at both the national and international levels. He was Honorary President of the International Institute of Administrative Sciences, and a member of the Governing Council of the International Institute for the Unification of Private Law.

6. When the League of Nations Administrative Tribunal was set up in 1927 he was one of the three titular judges to be appointed and was elected President at the first sitting of the Tribunal. Upon the winding-up of the League and the transfer of the Tribunal to the International Labour Organisation, Albert Devèze remained on the Tribunal and has served continuously as its President since 1954, sitting in that capacity in a large number of important cases. Albert Devèze was largely instrumental in formulating and building up the case-law of the Tribunal, the authority of which he did so much to establish.

Mr. Leifur Magnusson.

7. The Director-General also regrets to announce the recent death in a motor accident of Mr. Leifur Magnusson, for many years Director of the I.L.O. Washington Office.

8. Mr. Magnusson was born on 7 July 1882 and took his B.A. and LL.B. degrees at the University of Minnesota and the Georgetown Law School. He worked as an official of the United States Bureau of Labor Statistics and United States Commission on Industrial Relations for ten years, and during that period was attached to the secretariat of the First Session of the International Labour Conference in Washington. In June 1921 he joined the staff of the I.L.O. as assistant chief of the Editorial Section and editor of the International Labour Review. In 1924 he went to Washington to head the newly established I.L.O. Office there and he served as its Director until the beginning of 1939. Mr. Magnusson was the author of many books and articles on labour matters and housing, and an indefatigable public speaker on the International Labour Organisation in the United States.

9. The Governing Body will doubtless wish the Director-General to convey its sympathy to the families of Mr. Helio Lobo, Mr. Albert Devèze and Mr. Leifur Magnusson.

II. Composition of the Governing Body

Government Group.

10. The Government of Japan on 9 February 1960 appointed as its regular representative Mr. Yasushi Oshima, Counsellor, Ministry of Labour, formerly substitute representative of the Japanese Government on the Governing Body, in succession to Mr. Ichiro Kawasaki who is leaving Geneva on his appointment as Ambassador of Japan to Iraq. Mr. Oshima is succeeded as substitute Japanese representative by Mr. Shigeru Tokuhisa, First Secretary, Embassy of Japan in France.

11. By letter of 22 December 1959, the Government of the United Kingdom informed the Director-General that it has appointed as its regular representative, in succession to Sir Guildhaume Myrdin-Evans, Mr. Harold F. Rossetti, C.B., Deputy Secretary, Ministry of Labour.

Deputy Members.

12. The Government of Australia has appointed as its regular representative Mr. L. J. Arnott, Permanent Representative to the European Office of the United Nations in Geneva, in succession to Mr. Patrick Shaw, who has been appointed Australian Ambassador in Indonesia.

III. Progress of International Labour Legislation

13-16. [Paragraphs 13-16 of the Report of the Director-General are not reproduced in this appendix.]
They contain information on the ratification of Conventions, the entry into force of a Convention, and declarations concerning the application of Conventions to non-metropolitan territories (article 35 of the Constitution). This information will be published in the *Official Bulletin of the International Labour Office*.

### IV. Internal Administration

#### Communication to the Governing Body of Appointments under Article 19 (c) of the Staff Regulations.

17. Article 19 (c) of the Staff Regulations of the International Labour Office provides as follows:

\[* (c) Posts in the Director and Principal Officer category shall be filled by the Director-General on the basis of qualifications by transfer, promotion or appointment. Such promotions or appointments shall be reported to the Governing Body with a short statement of the qualifications of the persons so promoted or appointed.\]*

18. The following appointment and promotion are reported to the Governing Body under the above-mentioned article:

**Staff at Headquarters.**

- Mrs. A. Figueroa (Chilean), appointed Assistant Director-General from 11 February 1960. Born 1907. Formerly Head of the Women's Bureau, Ministry of Foreign Affairs of Chile; Deputy Representative of Chile to the United Nations, 1950-53; Chief of the Women's and Young Workers' Division, I.L.O., 1954-59; Special Representative in Latin America for the United Nations, 1958-60.

- Mr. C. G. S. von Stedingk (Swedish), appointed Chief of the Employers' Relations Division from 1 January 1960. Born 1924. Entered the service of the I.L.O. as Counsellor in September 1957. Formerly Secretary of the Swedish Employers' Confederation.

#### V. Publications

19. A very full study on international migration since the war was published in December. Under the title *International Migration, 1945-1957*, this volume of over 400 pages presents not only a factual survey of political and economic migration movements, but also an analysis of their economic and social consequences.

20. The next study on the list, which is now in the press, is a report on the employment and conditions of work of nurses, based on the material which was prepared for the meeting on this subject held in 1958.

21. Work has already begun on the "Special Publications Programme" for which provision is made in the 1960 budget. The first volume to be issued within the framework of this programme will be a study on job evaluation.

22. The *Year Book of Labour Statistics for 1959* appeared in December.

23. The Conference reports and the periodicals are being issued according to schedule.

#### FIRST SUPPLEMENTARY REPORT

**Programme of Publications**

1. In the course of the discussion of the budget estimates in the Financial and Administrative Committee at the 141st Session (March 1959) of the Governing Body the suggestion was made that there should be a survey of all the existing series of publications issued by the Office. The Director-General informed the Committee that such a survey was actually in progress, but he welcomed the suggestion that the Governing Body itself should re-examine the existing series of publications and undertook to submit a proposal for this purpose at a later date. The present paper is intended to give effect to this undertaking.

2. It is more than ten years since the programme of publications last appeared as an item on the agenda of the Governing Body (102nd Session, June-July 1947). During this time the structure of the programme has not undergone much modification, though the changes of emphasis in the activities of the Organisation have been reflected in the contents of the publications. There have, however, been some structural alterations. The discussion which took place at the 141st Session of the Governing Body on the renewal as a separate publication of *Industry and Labour (formerly Industry and Labour Information)*, which had been absorbed in the *International Labour Review* for eight years, and also to the introduction of a Spanish edition of the *Legislative Series*. Since 1951, when a Spanish edition of the *Official Bulletin* was started, all the periodical publications of the Office have appeared in Spanish as well as in English and French. The decisions taken in 1951 and 1952 to discontinue the issue, as printed publications, of the records of Industrial Committees and other meetings had the effect of liberating the resources required to ensure regular appearance of the periodicals and permit the issue of a greater variety of special publications.

3. A more recent development has been the issue of publications in additional languages. Several studies have been published in German. Only Conference documents have so far appeared in Russian, but it is intended to produce Russian editions of some publications other than those of a procedural character. Arrangements can be made for distributing them. The new series of workers' education manuals is being published not only in English, French, Spanish and German but also in Arabic, Hindi, Japanese and Urdu. One of them is now being published, as an experiment, in Tamil.

4. An inquiry has been conducted by the Office during the last two years for the purpose of ascertaining whether the publications programme as a whole meets present needs and of studying any modifications in the programme which might be indicated as a result of the inquiry. In order to ensure a maximum of objectivity, the inquiry was addressed in an informal way through the branch offices and national correspondents to a large number of actual users of the publications, including government departments, employers' and workers' organisations, research institutes, universities, libraries, industrial undertakings, professional or trade journals and individual subscribers; the questions were formulated in such a way as to be as far as possible as to the use made of the different publications and critical comments and suggestions for changes in the form of in the substance of the various series. Several hundred replies showed close familiarity with the publications and experience of their use in practice were received from different quarters in some 30 countries, representing all regions; taken together they constitute a fairly complete cross-section of the views of the readers for whom the Office's publications are mainly intended. So far as radical changes in the structure of the programme are concerned, the inquiry gave a negative result. The replies show conclusively that all the publications are found in practice to serve a useful purpose. There are, however, innumerable suggestions and criticisms concerning the contents and the presentation of the different series. Many of these suggestions are contradictory, showing the existence of conflicting needs in different quarters. Others indicate views more widely held, and these are being studied and applied by the services responsible for planning and editing the publications.

5. The scope of this inquiry and of the present survey is limited to the publications based on article 10, paragraph 2 (d), of the Constitution, which provides that "the Office shall produce such publications as the Governing Body may think desirable, publications dealing with problems of industry and employment of international interest ", and does not include such
series as Conference reports and records or the minutes
of the Governing Body. Nor does it include the docu-
ments reproduced for limited distribution by processes
other than printing, which constitute a substantial
supplement to the programme of printed publications.

6. The nature of the publications which the Office
is required to issue is clearly indicated by the context in
which these words occur in article 10 of the Constitution.
Paragraph 1 of this article lays down that the functions
of the Office shall include "the collection and distribu-
tion of information on all subjects relating to the in-
ternational adjustment of conditions of industrial life
and labour". The main purpose of the publications, as
originally conceived, was to contribute to the formation
in the different countries of an enlightened public opinion
which would provide a solid basis of support for the
activities of the Organisation. From the outset, the
Office organised a regular supply of source material to
be digested and synthesised in the publications. Until
a few years ago, the information published was almost
equally factual and designed to facilitate comparison
of conditions and policies in different countries. Matter
of this type still forms a large part of the programme,
but in recent years the emphasis on operational activity
has led to the preparation and issue of an increasing
number of publications of a practical rather than factual
character, providing guidance rather than documentation.
These practical manuals, being based on synthetic study
of the experience of different countries, still fall within
the terms of the constitutional provision requiring the
Office to serve as an international clearing house for
information. The change is in the character of the
information which the publications contain.

7. The various series in which the information
published by the Office is presented are not the result
of a deliberate plan. They were started at different
times and for a particular purpose in each case. A
broad distinction may be made between periodical and
other publications. In the case of material intended
for a fairly constant readership a periodical publication
is the most convenient and the most economical form of
distribution, since regular mailing lists can be established
and the number of copies to be printed can be fixed on
the basis of known requirements. Large-scale studies
on special subjects, on the other hand, are intended for
a different public in each case, and handbooks for practical
use are often more expensive from the point of view of
the number of copies to be printed. The object of the
periodicals is thus to provide factual information or docu-
mentation covering a wide field for readers with a continuing
interest in the subject-matter. Each of the non-periodical
publications, on the other hand, is intended for a particular
purpose. All the publications, however, are intended for permanent reference
rather than casual reading.

8. Regular procedures have been established for the
editing of the periodicals. As regards all other publica-
tions, the decision to publish is taken in each individual
case by the Director-General, who is assisted for this
purpose by an internal Publications Board. The main
criteria applied in considering proposals for publications
are: the practical usefulness of the information and the
broader sense in which all publications of the Office are
expected to be of some practical use), relevance to the
current activities of the Organisation and the quality
of the work.

9. The publishing work of the Office is not a commer-
cial undertaking, but a service required by the Constitu-
tion. The distribution policy, therefore, is to make the
publications available as widely as possible while taking
due account of the economic practical results, the provision
of charge as an official service to governments and to
the most representative employers' and workers' organisa-
tions; free copies are also given to the principal national
libraries and to institutions or persons actively co-operat-
ing with the Organisation: and there are numerous
exchange services. Beyond these limits, a moderate
price is fixed in order to ensure that the demands which
are met are not frivolous. In cases where the demand
persists after the stock is exhausted, a recent amend-
ment of the Financial Regulations makes it possible to
use the proceeds of sales to pay for reprinting.

10. Some figures relating to distribution are given
below. It will be noted that a large part of the distribu-
tion is in the form of services of all publications of the
Office. There are at present 1,521 such services
(945 English, 499 French and 377 Spanish) of which 737
(362 English, 137 French and 188 Spanish) are sub-
scription services and the rest official, exchange or other
free services. The charge for the all-inclusive sub-
scription is $50 a year. Since the circulation figures,
in general, may seem rather low, it should also be remem-
bered that, for linguistic and other reasons, the diffu-
sion of the different series varies. The Office does not
know how it is used by the recipients, but the evi-
dence, however, of the value attached to the
Review
is in fact read and used for refer-
ence in all the quarters to which the inquiry was
addressed. The estimate of the extent to which the
contents are reproduced based on examination of the
periodicals received in the Office's library is confirmed
by the frequent mention of reproduction in the replies
received. There are many suggestions as to what
different users of the Review would like to see published
in it, but most of these reflect the special interests of
particular readers. The replies provide convincing
evidence, however, of the value attached to the
Review
as an authoritative source of information on social
policy.

11. The different series of publications at present
issued by the Office are reviewed in the following para-
graphs.

12. The International Labour Review is the most
widely read of the periodical publications. It appears
monthly and contains general articles, some of them by
outside contributors, documentary and factual articles,
a bibliography and current statistics. Since 1952 the
statistical section has been printed separately, as a
supplement to each issue. The replies to the inquiry
show that the Review is in fact read and used for refer-
ence in all the quarters to which the inquiry was
addressed. The estimate of the amount to be printed for
the all-inclusive subscription services and the rest official, exchange or other
free services. The charge for the all-inclusive sub-
scription is $50 a year. Since the circulation figures,
in general, may seem rather low, it should also be remem-
bered that, for linguistic and other reasons, the diffu-
sion of the different series varies. The Office does not
know how it is used by the recipients, but the evi-
dence, however, of the value attached to the
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ence in all the quarters to which the inquiry was
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periodicals received in the Office's library is confirmed
by the frequent mention of reproduction in the replies
received. There are many suggestions as to what
different users of the Review would like to see published
in it, but most of these reflect the special interests of
particular readers. The replies provide convincing
evidence, however, of the value attached to the
Review
as an authoritative source of information on social
policy.

13. Including the services of all publications of the
Office, there are 6,399 regular services of the Interna-
tional Labour Review (4,457 English, 1,960 French and
982 Spanish), of which 3,206 (1,793 English, 899 French and
514 Spanish) are by subscription. There is a relatively
small distribution of single copies. Many of the articles
published in the Review are also distributed in the form
of offprints.

14. Industry and Labour in its pre-war form was
published weekly. From 1940 to 1946 it was incor-
porated in the Review. In 1949, as a result of the
discussion which had taken place in the Governing Body
in 1947, Industry and Labour has been issued twice
a month. Its purpose is to record, for permanent
reference, current events of international importance in
the field of activity of the I.L.O. Much of its space
is now taken up with information relating to the work
of the Governing Body itself. The replies to the inquiry
indicate that it is used mainly by government services.
One of the suggestions made is that it should again be
combined with the Review in a single monthly publica-
tion. In considering this suggestion it has been noted
that Industry and Labour also to some extent covers the
same ground as the Official Bulletin (see paragraph 20
below).

15. The regular circulation of Industry and Labour,
including the services of all publications, amounts to
4,111 copies (2,190 English, 1,308 French and 613 Spanish)

1 See below, p. 90.
of which 1,411 (720 English, 421 French and 261 Spanish) are by subscription. There are a great many exchange services of this periodical.

16. **Occupational Safety and Health** was formerly called **Industrial Safety Survey**. The new title was adopted in 1951, when the scope of the publication was extended to include medical matters in consequence of the discontinuance of the **Bibliography of Occupational Medicine**. **Occupational Safety and Health** is issued quarterly and consists of general articles, notes on new safety laws and regulations and on the activities of safety institutions and a large bibliographical section including abstracts of books and articles, mainly of a technical character, relating to accident prevention and occupational health.

17. Since the new International Occupational Safety and Health Information Centre will collect and disseminate information on these topics on a much larger scale, publication of **Occupational Safety and Health** is being discontinued at the end of 1959.

18. The **Legislative Series** comprises the texts of new laws of international interest on matters within the scope of the Organisation. The texts are published in instalments every two months. It appears from the replies to the inquiry that this publication is used mainly by Governments, international institutions and the documentation services of some employers' and workers' organisations. Within this rather limited area, it is frequently consulted, especially in connection with the drafting and consideration of proposed legislation. It is regarded in some quarters as the most useful publication of the Office.

19. Including services of all publications, there are 2,255 services of the **Legislative Series** (1,115 English, 659 French and 481 Spanish) of which 1,015 (480 English, 275 French and 259 Spanish) are by subscription. There is also a fairly large distribution of individual texts.

20. The **Official Bulletin** is a publication issued at irregular intervals and designed to constitute a documentary record of the work of the Organisation. Its contents include such basic material as the texts adopted by the Conference and other meetings, the decisions of the Governing Body, instruments of ratification, and the minutes of meetings. Since it is a publication issued at the discretion of the Governing Body and is essentially a record of decisions, and not intended for wide distribution, it was not included in the inquiry. In reviewing the programme as a whole, however, it has been noted that there is some duplication between the **Official Bulletin** and other publications.

21. The number of regular services of the **Official Bulletin**, including services of all publications, is 2,105 (1,076 English, 604 French and 425 Spanish) of which 873 (420 English, 241 French and 210 Spanish) are by subscription. There is a considerably larger distribution of individual texts.

22. The **Year Book of Labour Statistics** is published in a single trilingual edition, though a separate cover is used for each language. Since it is used mainly by Governments, international institutions and the documentation services of some employers' and workers' organisations, some of the volumes issued by the Office are of such a special character that they fall outside this series. Recent examples are a number of safety codes, the workers' education manuals, the **International Standard Classification of Occupations** and the **Introduction to Work Study**. It will be noted that these are among those publications which have been found particularly useful. Earlier instances of special publications were the handbooks on national employment services and on national systems of social security. The more recent special publications were issued after the inquiry was sent out and are therefore not covered by the replies. It would be difficult, in any case, to generalise, since each of the special publications is intended to meet a particular need. The demand for copies shows, however, that they are generally found useful. The **Introduction to Work Study**, in particular, has had to be reprinted six times in English within two years of publication (altogether 16,000 copies have been printed) and has also had to be reprinted in French and Spanish.

23. The demand for the **Year Book of Labour Statistics** is fairly stable. The number of copies printed, based on experience, has been 3,850 for the last two years. Nearly half of these are required for the services of all publications.

24. The volumes published in the **Studies and Reports** series range from highly specialised brochures such as **Labour Conditions in the Oil Industry in Iran** to encyclopaedic volumes like **Indigenous Peoples and the African Labour Survey**. Most of them aim at providing information, though some—e.g., **An Introduction to Co-operative Practice and the Guide for Labour Inspectors**—are intended for the former purpose. Because of the diversity of subject-matter and readership of these publications, the replies to the inquiry could hardly provide a general evaluation of the series. They do, however, give some indication of the types of books which have been found particularly useful. This information, combined with the demand for copies, shows a distinct preference for volumes of a practical character, such as the manuals already mentioned and studies like **Payment by Results and Higher Productivity in Manufacturing Industries**. This will be borne in mind in connection with plans for future publications.

25. Though the **Studies and Reports** series may include a great many not very numerous, some of the volumes issued by the Office are of such a special character that they fall outside this series. Recent examples are a number of safety codes, the workers' education manuals, the **International Standard Classification of Occupations** and the **Introduction to Work Study**. It will be noted that these are among the publications which have been found particularly useful. Earlier instances of special publications were the handbooks on national employment services and on national systems of social security. The more recent special publications were issued after the inquiry was sent out and are therefore not covered by the replies. It would be difficult, in any case, to generalise, since each of the special publications is intended to meet a particular need. The demand for copies shows, however, that they are generally found useful. The **Introduction to Work Study**, in particular, has had to be reprinted six times in English within two years of publication (altogether 16,000 copies have been printed) and has also had to be reprinted in French and Spanish.

26. The circulation of the **Studies and Reports** and special publications varies widely. Most of them appear in English, French and Spanish, but the decision as to languages is taken in each case on the basis of the purpose for which they are intended. The demand for copies shows, however, that they are generally found useful. The **Introduction to Work Study**, in particular, has had to be reprinted six times in English within two years of publication (altogether 16,000 copies have been printed) and has also had to be reprinted in French and Spanish.

27. As was said at the outset, the structure of the programme of publications has remained fairly stable during the last ten years. There has, however, been a marked evolution in the content of the programme towards a larger proportion of practical rather than theoretical or purely informative elements. This reflects the growth of operational activities as a part of the total programme of the Organisation. It also implies a shift in the circle of readers for whom the publications are intended. It has begun to affect the structure of the programme, and the demand for copies has greatly increased at the expense of the regular series. Some new series, such as the workers' education manuals, are taking shape, but on the whole the "practical" publications, because of their diversity, do not lend themselves to serialisation.

28. As a result of this trend, the periodical publications have become relatively less important in the programme as a whole. It is proposed, therefore, in addition to discontinuing **Occupational Safety and Health**, to eliminate **Industry and Labour**. To compensate for this a new section devoted to current information would be included in the **International Labour Review**; articles relating to the International Labour Organization would be present **Official Bulletin** in a new periodical which would appear at regular intervals as a record of the work of the Organisation.
29. The experience of the years from 1940 to 1948 showed that it is quite possible, by slightly increasing the numbers of the Review and applying a somewhat more rigorous editorial policy in selecting material for the publication as a whole, to convert Industry and Labour into a section of the Review devoted to current information, without any serious loss of effectiveness in serving the purposes for which the two present periodicals are intended.

30. On the other hand, about one-third of the contents of Industry and Labour now consists of information relating to the activities of the Organisation. The sessions of the Conference and of the Governing Body, Regional and Technical Conferences, Industrial Committees meetings, meetings of experts, etc., take up a large part of the space, together with information relating to ratifications of Conventions, the publications and documents issued by the Office, etc. This part of Industry and Labour covers the same field as the Official Bulletin. There is thus in some cases extensive duplication and in other cases an awkward division of matter between the two publications. The sessions of the Governing Body, for example, are reported very fully in Industry and Labour and then again, in more summary form, in the Official Bulletin; since the minutes themselves are printed, the same information is thus published three times. The proceedings of Industrial Committees are summarised in detail in Industry and Labour, but the reports and texts adopted appear only in the Official Bulletin. This is a most inconvenient arrangement for those who wish to see the texts in conjunction with the discussion on them. Other examples could be given to show the disadvantages resulting from the overlapping of these two periodicals. It is therefore proposed that instead of the present Official Bulletin, appearing at irregular intervals, there should be a new monthly publication intended both for the information of those who follow the work of the Organisation closely and for permanent reference as a complete record of texts adopted and decisions taken.

31. The programme of publications is submitted to the Governing Body for consideration.

### I. NET RECEIPTS FROM THE SALE OF PUBLICATIONS (1948-1958)

<table>
<thead>
<tr>
<th>Year</th>
<th>U.S. dollars</th>
</tr>
</thead>
<tbody>
<tr>
<td>1948</td>
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<tr>
<td>1949</td>
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<td>69,153</td>
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<tr>
<td>1958</td>
<td>83,533</td>
</tr>
</tbody>
</table>

### II. REGULAR SERVICES OF I.L.O. PUBLICATIONS

This table shows the regular circulation of the various periodicals. The figures in each case include the services of all publications of the Office, the numbers of which are also shown separately.

<table>
<thead>
<tr>
<th>Subscription services</th>
<th>Official, free and exchange services</th>
<th>Total</th>
<th>All languages</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Title</strong></td>
<td><strong>English</strong></td>
<td><strong>French</strong></td>
<td><strong>Spanish</strong></td>
</tr>
<tr>
<td><strong>All publications</strong></td>
<td>362</td>
<td>187</td>
<td>188</td>
</tr>
<tr>
<td><strong>International Labour Review</strong></td>
<td>729</td>
<td>421</td>
<td>261</td>
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<tr>
<td><strong>Industry and Labour</strong></td>
<td>805</td>
<td>511</td>
<td>275</td>
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<tr>
<td><strong>Occupational Safety and Health</strong></td>
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<td>276</td>
<td>259</td>
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<tr>
<td><strong>Legislative Series</strong></td>
<td>420</td>
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<tr>
<td><strong>Official Bulletin</strong></td>
<td>I,232</td>
<td>1,240</td>
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</tbody>
</table>

### III. SALES OF VARIOUS STUDIES AND SPECIAL PUBLICATIONS (IN ADDITION TO SUBSCRIPTION SERVICES)

<table>
<thead>
<tr>
<th>Title</th>
<th>Date of publication</th>
<th>Number of copies sold</th>
<th>Total</th>
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<tbody>
<tr>
<td><strong>Year Book of Labour Statistics 1958</strong></td>
<td>1959</td>
<td>492</td>
<td>91</td>
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<tr>
<td><strong>The International Labour Code, 1931</strong></td>
<td>1952</td>
<td>729</td>
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<tr>
<td><strong>Payment by Results</strong></td>
<td>1951</td>
<td>3,132</td>
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<tr>
<td><strong>Indigenous Populations</strong></td>
<td>1953</td>
<td>436</td>
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<tr>
<td><strong>Higher Productivity in Manufacturing Industries</strong></td>
<td>1954</td>
<td>1,265</td>
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<tr>
<td><strong>Guide for Labour Inspectors</strong></td>
<td>1955</td>
<td>1,261</td>
<td>863</td>
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<td><strong>Unemployment Insurance Schemes</strong></td>
<td>1955</td>
<td>605</td>
<td>222</td>
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<tr>
<td><strong>Problems of Wage Policy in Asian Countries</strong></td>
<td>1956</td>
<td>403</td>
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<tr>
<td><strong>Production and Employment in the Metal Trades</strong></td>
<td>1956</td>
<td>76</td>
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<tr>
<td><strong>International Comparisons of Real Wages</strong></td>
<td>1956</td>
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<tr>
<td><strong>Social Aspects of European Economic Co-operation</strong></td>
<td>1956</td>
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<tr>
<td><strong>Introduction to Work Study</strong></td>
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<td><strong>International Directory of Co-operative Organisations</strong></td>
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<tr>
<td><strong>Safety and Health in Dock Work</strong></td>
<td>1959</td>
<td>793</td>
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<tr>
<td><strong>The Cost of Social Security</strong></td>
<td>1959</td>
<td>147</td>
<td>101</td>
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<td><strong>The Landless Farmer in Latin America</strong></td>
<td>1958</td>
<td>108</td>
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<td><strong>African Labour Survey</strong></td>
<td>1958</td>
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<td>203</td>
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<td><strong>Trade Union Rights in the U.S.S.R.</strong></td>
<td>1959</td>
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<td>11</td>
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<tr>
<td><strong>Trade Union Rights in Hungary</strong></td>
<td>1959</td>
<td>48</td>
<td>11</td>
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<tr>
<td><strong>International Standard Classification of Occupations</strong></td>
<td>1959</td>
<td>622</td>
<td>117</td>
</tr>
</tbody>
</table>
SECOND SUPPLEMENTARY REPORT

Representation of the I.L.O. at the International Conference on Safety of Life at Sea, (London, May-June 1960)

1. At its 135th Session (May-June 1958), the Governing Body considered the resolutions adopted by the International Labour Conference at its 41st (Maritime) Session (Geneva, April-May 1958). It decided, inter alia, to take note of a resolution concerning safety of life at sea, adopted unanimously by the Conference, which welcomed the prospect of another diplomatic conference on Safety of Life at Sea being held in the near future, and requested the Governing Body to suggest the participation, not only of shipowners' and seafarers' representatives in the delegations of governments attending the Conference, but also of representatives from the International Labour Organisation to be represented by an observer delegation.

2. The Director-General has now received a communication from the Secretary-General of the Intergovernmental Maritime Consultative Organisation, informing him that the International Conference on Safety of Life at Sea will take place in London from 17 May to 17 June 1960, and inviting the International Labour Organisation to be represented by an observer delegation.

3. The Conference is expected to set up some eight or nine technical committees, of which at least three will be dealing with matters of direct concern to the I.L.O. These are: Committee on Life-Saving Appliances; Committee on Safety of Navigation; and Committee on Safety of Nuclear Powered Ships.

4. It may be recalled that as a result of a similar resolution adopted at the 28th (Maritime) Session of the International Labour Conference (Seattle, 1946), and on the recommendation of the Joint Maritime Commission, the Governing Body at its 103rd Session (December 1947) approved the appointment of a delegation of members of the Joint Maritime Commission to represent the I.L.O. at the International Conference on Safety of Life at Sea held in London in May and June, 1948.

5. The leaders of the two groups of the Joint Maritime Commission have been consulted and are in agreement that the same procedure should be followed as on the last occasion. The Governing Body therefore wish to decide that the I.L.O. should be represented at the forthcoming International Conference on Safety of Life at Sea by a delegation nominated by the Joint Maritime Commission.

6. In the light of the experience gained during the 1948 International Conference on Safety of Life at Sea, when only four of the six members of the I.L.O. delegation were able to attend, and taking into consideration the financial implications, it is suggested that the I.L.O. delegation should be composed of two members from each of the two groups of the Joint Maritime Commission.

Financial Implications.

7. The estimated cost of a delegation of four members of the Joint Maritime Commission is $3,666, for which no credit exists in the 1960 budget. A separate paper concerning the supplementary credit that would be necessary to meet this unforeseen expense is being submitted to the Financial and Administrative Committee at the present session.

8. The Governing Body is invited to approve the appointment of a delegation to represent the I.L.O. at the International Conference on Safety of Life at Sea (London, May-June 1960) which would be composed of two members from each of the two groups of the Joint Maritime Commission, and to authorise the Director-General to submit appropriate nominations to the Officers of the Governing Body for approval, after consultation with the leaders of the Shipowners' and Seafarers' Groups of the Joint Maritime Commission.

THIRD SUPPLEMENTARY REPORT

Reproduction in Conference Reports of Replies of Governments to Questionnaires

1. At its 143rd Session the Governing Body postponed consideration of a document submitted by the Director-General concerning the possibility of securing economy in printing costs and staff workload by substituting for the textual reproduction an analysis of the replies of governments in the reports prepared for the Conference, and requested the Director-General to supply further information to illustrate his proposal.

2. This matter is still under consideration by the Director-General and, therefore, the above-mentioned document is not being recirculated at the present session of the Governing Body.

FOURTH SUPPLEMENTARY REPORT

Procedure for the Appointment of Committees by the Conference

1. On 8 June 1959 the Conference approved, with amendments, proposals relating to the procedure for the appointment of committees by the Conference, submitted to it by the Governing Body.

2. On 9 June 1959, pursuant to section III.5(a) of those proposals, the Governing Body recommended, on the basis of nominations by the Director-General, five persons of internationally recognised independence and impartiality for appointment by the Conference, for a period of three years, as members of the panel from which the Appeals Board referred to in the said proposals is to be selected.

3. This recommendation was approved by the Conference on 10 June 1959.

4. The names of the five members of the panel are as follows:

   Mr. René Cassin (France).
   Sir Hector Hetherington, K.B.E. (United Kingdom).
   Mr. A. Emil F. Sandström (Sweden).
   Mr. Caracciolo Parra-Pérez (Venezuela).
   Mr. M. K. Vellodi (India).

5. According to section III.5(b) of the procedure for the appointment of committees by the Conference, the Governing Body, prior to every session of the Conference, is required to appoint a board consisting of three persons selected from the panel of five persons.

6. The Governing Body is invited to appoint the following three persons to serve as the Appeals Board for the 44th (1960) Session of the Conference:

   Sir Hector Hetherington, K.B.E. (United Kingdom).
   Mr. A. Emil F. Sandström (Sweden).
   Mr. M. K. Vellodi (India).

7. The Governing Body is further invited to authorise the Director-General, in the event of any of the above-mentioned persons being unable to serve, to convene other members of the panel of five as necessary to ensure that the Appeals Board is duly constituted.

FIFTH SUPPLEMENTARY REPORT

Communication to the Governing Body

Resolution concerning the International Labour Organisation, Adopted by the Sixth World Congress of the International Confederation of Free Trade Unions (Brussels, 3-22 December 1959).

The text of this resolution, circulated to the Governing Body at the request of the I.C.F.T.U. and with the agreement of the Officers of the Governing Body, is not reproduced here and may be found in International

SEVENTH SUPPLEMENTARY REPORT

Report by the Officers of the Governing Body concerning Requests by Non-Governmental Organisations to Be Represented by Observers at the 44th (1960) Session of the International Labour Conference

I. Under the Constitution of the Organisation and the Standing Orders of the Conference, non-governmental international organisations other than those with which consultative relationships have been established may be invited by the Governing Body (or the Conference) to be represented at the Conference in so far as attendance at the plenary sittings is concerned, while the invitation of such organisations to be represented at committees appointed by the Conference remains a matter for the Conference itself.

II. The Director-General has received requests from the following organisations (all of which fall into the above-mentioned category) for invitations to be represented by observers at the 44th (1960) Session of the Conference—

In connection with the Report of the Director-General:

International Young Christian Workers.

In connection with the agenda item concerning consultation and co-operation between public authorities and employers' and workers' organisations at the industrial and national levels:

International Council of Commerce Employers.
International Association of Crafts and Small and Medium-Sized Enterprises.
International Confederation of Executive Staffs.

In connection with the agenda item concerning the contribution of the I.L.O. to the raising of incomes and living conditions in rural communities:

International Federation of Plantation, Agricultural and Allied Workers.
International Young Christian Workers.

In connection with the agenda item concerning the reduction of hours of work:

International Council of Commerce Employers.
International Confederation of Executive Staffs.

In connection with the agenda item concerning workers' housing:

International Federation of Building and Woodworkers.
International Young Christian Workers.
International Confederation of Executive Staffs.

III. In accordance with the procedure followed in connection with previous sessions of the Conference, and having satisfied themselves that the organisations in question are of recognised standing and have an interest in the agenda items indicated, the Governing Body unani­mously recommend to the Governing Body that it should invite the following organisations to be represented by observers at the 44th (1960) Session of the Conference, it being understood that it will be for the Selection Committee of the Conference to consider their requests to participate in the work of the Committees dealing with the items on the agenda in which they have expressed an interest:

International Council of Commerce Employers (in connection with its interest in the questions of consultation and co-operation between public authorities and employers' and workers' organisations at the industrial and national levels and of the reduction of hours of work).
International Association of Crafts and Small and Medium-Sized Enterprises (in connection with its interest in the question of consultation and co-operation between public authorities and employers' and workers' organisations at the industrial and national levels).
International Federation of Building and Woodworkers (in connection with its interest in the question of workers' housing).
International Federation of Plantation, Agricultural and Allied Workers (in connection with its interest in the contribution of the I.L.O. to the raising of incomes and living conditions in rural communities, with particular reference to countries in process of development).
International Young Christian Workers (in connection with the interest of this organisation in the Report of the Director-General on youth problems, the question of workers' housing, and the contribution of the I.L.O. to the raising of incomes and living conditions in rural communities).
International Confederation of Executive Staffs (in connection with its interest in the questions of consultation and co-operation between public authorities and employers' and workers' organisations at the industrial and national levels, reduction of hours of work, and workers' housing).

International Association of Crafts and Small and Medium-Sized Enterprises (in connection with its interest in the questions of consultation and co-operation between public authorities and employers' and workers' organisations at the industrial and national levels).

International Federation of Building and Woodworkers (in connection with its interest in the question of workers' housing).
International Federation of Plantation, Agricultural and Allied Workers (in connection with its interest in the contribution of the I.L.O. to the raising of incomes and living conditions in rural communities, with particular reference to countries in process of development).
International Young Christian Workers (in connection with the interest of this organisation in the Report of the Director-General on youth problems, the question of workers' housing, and the contribution of the I.L.O. to the raising of incomes and living conditions in rural communities).
**APPENDIX XVIII**

Eighteenth Item on the Agenda: Programme of Meetings

*Inter-American Study Conference on Labour-Management Relations*

1. At its 143rd Session the Governing Body approved arrangements for an Inter-American Study Conference on Labour-Management Relations to be held in a Latin American country towards the end of 1960, leaving the place and date to be decided later.

2. The Director-General has now received through Mr. V. Pomés, Permanent Delegate of Uruguay to the European Office of the United Nations, a formal invitation from the Uruguayan Government to hold this meeting in Montevideo.

3. The credit approved in the 1960 budget provides for the meeting to be held in a Latin American country, it being understood that in accordance with the usual practice the premises and local facilities required for the meeting will be provided by the host government.

4. *It is proposed that the Governing Body should—*

   (a) express its thanks to the Government of Uruguay for its courteous invitation;

   (b) decide that the Inter-American Study Conference on Labour-Management Relations should be held in Montevideo from Wednesday, 2 to Saturday, 12 November 1960, subject to confirmation by the host Government that these dates are convenient.

*Programme for 1960*

5. A programme of meetings for 1960 was approved by the Governing Body at the 143rd Session, subject to completion and confirmation. It is not yet possible to fix definitely the dates of certain meetings to be held at the end of the year. Subject to this reservation, the Governing Body is invited to approve the attached programme of meetings as completed to date.¹

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¹ Not reproduced here. For the programme as approved by the Governing Body, see: *Industry and Labour* (Geneva, I.L.O.), Vol. XXIII No. 9, 1 May 1960, p. 329.
Nineteenth Item on the Agenda: Appointment of Governing Body Representatives on Various Bodies

1. The Director-General has received from Mr. A. Ortiz Mena, President of the Permanent Inter-American Committee on Social Security, an invitation to the International Labour Organisation to be represented at the Ninth Session of the Committee, to be held in Mexico City from 24 to 26 March 1960. The letter recalls that under the Statute of the Inter-American Conference on Social Security, approved by the Governing Body at its 91st Session (London, December 1943), a tripartite delegation of the Governing Body, as well as the Director-General of the ILO, forms part of the Permanent Inter-American Committee.

2. At the last session of the Permanent Inter-American Committee, held in Mexico City in September 1958, the Governing Body was represented by a tripartite delegation consisting of Mr. Calderón Puig (Mexico), Mr. Yllanes Ramos and Mr. Sánchez Madariaga.

3. The Governing Body is invited—
(a) to decide whether it wishes to be represented at the Ninth Session of the Permanent Inter-American Committee on Social Security;
(b) if it decides in the affirmative, to appoint a tripartite delegation of three persons to represent it at the meeting.

“Ad Hoc” Civil Aviation Meeting (Geneva, 25 September—7 October 1960)

4. The Governing Body is invited to appoint a tripartite delegation of three members to represent it at the Ad Hoc Civil Aviation Meeting to be held in Geneva from 25 September to 7 October 1960. It will also be necessary to appoint a chairman for this meeting.

APPENDIX XX

Twentieth Item on the Agenda: Date and Place of the 145th and 146th Sessions

1. At the 143rd Session, it was provisionally decided that the 145th Session of the Governing Body and its Committees should be held in Geneva from Monday, 23 to Saturday, 28 May 1960.

2. The Governing Body is now invited to decide that the Committee on Freedom of Association should meet on Friday, 20 May and the Committee to Consider the Improvement of the Practical Methods of Working of the International Labour Conference on Monday, 23 May; that meetings of other Governing Body Committees and of the groups should be held from Tuesday, 24 to Thursday, 26 May, and that the Governing Body should meet on Friday, 27 and Saturday, 28 May.

3. In view of the fact that the Governing Body elections will be held during the coming 44th (1960) Session of the Conference, the meeting to be held at the close of the Conference will constitute the 146th Session. The date of this meeting cannot be definitely fixed in advance but will probably be 24 or 25 June.
### Alphabetical List of Persons Attending the Session

<table>
<thead>
<tr>
<th>Name</th>
<th>Nationality/Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>AGO, Roberto</td>
<td>Government representative; Professor of International Law, University of Rome</td>
</tr>
<tr>
<td>AFNAN, Mrs. Bedia</td>
<td>Adviser, Permanent Mission of Iraq to the European Office of the United Nations</td>
</tr>
<tr>
<td>AMBEKAR, Faiz</td>
<td>Workers' representative; Secretary-General, All-Pakistan Confederation of Labour</td>
</tr>
<tr>
<td>AMONOO, H. R.</td>
<td>Government observer; Permanent Mission of Ghana to the European Office of the United Nations</td>
</tr>
<tr>
<td>APONTE, Heriberto (Venezuelan)</td>
<td>First Secretary, Permanent Mission of Venezuela to the European Office of the United Nations; accompanying Mr. Tarre Murzi</td>
</tr>
<tr>
<td>ARCHIBUGI, M.</td>
<td>Director; accompanying Mr. Vinck, representative of the High Authority of the European Coal and Steel Community</td>
</tr>
<tr>
<td>ARNOTT, Lawrence John</td>
<td>Government representative; Permanent Mission of Australia to the European Office</td>
</tr>
<tr>
<td>ASLANYAN, Rach Grantovich</td>
<td>Adviser, Chief of Service, International Relations Section, Labour and Wages Committee of the Council of Ministers of the U.S.S.R.; accompanying Mr. Goroshkin, Government representative</td>
</tr>
<tr>
<td>BARBOZA-CARNEIRO, Julio Augusto</td>
<td>Government representative; Ambassador of the Government of Brazil to the Governing Body</td>
</tr>
<tr>
<td>BAYERSTOCK, Miss Sylvia</td>
<td>Liaison Officer, Department of Plans and Liaison; accompanying Mr. Bettini, representative of the Intergovernmental Committee for European Migration</td>
</tr>
<tr>
<td>BECKER, Aaron</td>
<td>Workers' deputy member; Head of the Trade Union Department, General Federation of Labour (Histadrut)</td>
</tr>
<tr>
<td>BELLINGHAM-SMITH, Christopher</td>
<td>Principal Assistant (International), British Employers' Confederation; substitute for Sir Richard Smedden, Employers' representative</td>
</tr>
<tr>
<td>BELONOGOV, A. M.</td>
<td>Expert; Third Secretary International Economic Organisations Division, Ministry of Foreign Affairs; accompanying Mr. Goroshkin, Government representative</td>
</tr>
<tr>
<td>BERGENSTRÖM, Gullmar</td>
<td>Employers' representative; President, International Council of the Danish, Finnish, Norwegian and Swedish Employers' Confederations</td>
</tr>
<tr>
<td>BERTRAND, A.</td>
<td>Representative of the United Nations Educational, Scientific and Cultural Organisation; Debut Director, Department of Social Sciences</td>
</tr>
<tr>
<td>BETTINI, Emilio</td>
<td>Representative of the Intergovernmental Committee for European Migration; Chief, Department of Plans and Liaison</td>
</tr>
<tr>
<td>BOGGLIETTI, Giuseppe</td>
<td>Observer representing the World Federation of Trade Unions; permanent representative in Geneva of the W.F.T.U.</td>
</tr>
<tr>
<td>BORISOV, Vassili Leonidovich</td>
<td>Adviser, Permanent Delegation of the U.S.S.R. to the European Office of the United Nations; accompanying Mr. Goroshkin, Government representative</td>
</tr>
<tr>
<td>BOSON, Marcel</td>
<td>Observer representing the International Co-operative Alliance</td>
</tr>
<tr>
<td>BOTHERAU, Robert</td>
<td>General Secretary, General Confederation of Labour (Force ouvrière)</td>
</tr>
<tr>
<td>BRANA, Osvaldo M.</td>
<td>Secretary, Permanent Delegation of the Republic of Argentina to the European Office of the United Nations; substitute for Mr. Pico, Government deputy member</td>
</tr>
<tr>
<td>BRAVO CARO, Enrique</td>
<td>Counsellor, Permanent Delegation of Mexico to the international organisations in Geneva; accompanying Mr. Lucio, Government representative</td>
</tr>
<tr>
<td>BUDISCHOWSKY, Miss C.</td>
<td>Ministry of Social Affairs and Public Health of the Netherlands; accompanying Mr. Josz, Government representative of Belgium</td>
</tr>
<tr>
<td>BURNE, Sir Lewis</td>
<td>Employers' representative; President of the Victorian Employers' Federation</td>
</tr>
<tr>
<td>DE CASTRO, Tomas G.</td>
<td>Government representative (substitute for Mr. Bocobo); Ambassador of the Republic of the Philippines in Switzerland</td>
</tr>
<tr>
<td>CATALANO, F.</td>
<td>Accompanying Mr. Tennfjord, representative of the Council of Europe</td>
</tr>
<tr>
<td>CLAUSSEN, Wilhelm</td>
<td>Government representative; Secretary of State, Ministry of Labour and Social Affairs; representative of the Government of the Federal Republic of Germany on the Governing Body</td>
</tr>
<tr>
<td>DE CURTON, Emile</td>
<td>Counsellor; permanent representative of the French Government to the European Office of the United Nations and the specialised agencies; accompanying Mr. Hauck, Government representative</td>
</tr>
<tr>
<td>DE BOCK, Nathalih</td>
<td>Workers' deputy member; National Secretary, Belgian General Federation of Labour</td>
</tr>
<tr>
<td>DE LONG, Allen R.</td>
<td>Special Assistant to the Secretary, Department of Commerce; accompanying Mr. Lodge, Government representative</td>
</tr>
</tbody>
</table>
DONADIEU, Aristide P. (Costa Rican), Government observer; Consul-General; Permanent Delegate of the Republic of Costa Rica to the international organisations in Geneva.

DREYER, Erik (Danish), Government deputy member; Permanent Secretary of State, Ministry of Social Affairs.

DUDLEY-MARTIN, William, Assistant to the Secretary-General of the International Organisa­tion of Employers; accompanying Mr. Lagasse, observer representing the I.O.E.

DUNNING, H. A. (United Kingdom), International Department, British Trades Union Congress; accompanying Sir Alfred Roberts, Workers’ representative.

EGGERMANN, Georges, observer representing the International Federation of Christian Trade Unions; permanent representative of the I.F.C.T.U. accredited to the international organisations in Geneva.

ERBAN, Evžen (Czechoslovak), Government representative; President, State Social Security Office; representative of the Czechoslovak Government on the Governing Body.

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GEAMANU, Grigore (Rumanian), Government observer; Rumanian Minister in Berne.

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GIRARD, Mrs. F. (French), Director of General Administration and Personnel, Ministry of Labour; accompanying Mr. Hauck, Government representative.


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HAFEZI, Dr. M. H., Medical Liaison Officer, External Relations; accompanying Mr. Bertrand, representative of the World Health Organisation.

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HAMID ALI, M., S. Pk., C.S.P. (Pakistani), Government representative; Vice-Chairman, State Labour and Social Welfare.

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HARAGUCHI, Yukitaka (Japanese), Workers’ deputy member; President, National Federation of Metal Miners’ Unions of Japan.

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HAYTHORNE, George V. (Canadian), Government representative; Assistant Deputy Minister of Labour; representative of the Canadian Government on the Governing Body.

HEIDER, Alfred (German, Federal Republic), Expert, Assistant to the President, German Confederation of Trade Unions; accompanying Mr. Richter, Workers’ representative.

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KINTSCHEM, Charles (Swiss), Employers' deputy member; Secretary, Central Federation of Swiss Employers' Associations.

KYRIAKOPOULOS, Andreas (Greek), Workers' deputy member.

LAGASSE, Raphael, observer representing the International Organisation of Employers; Secretary-General of the I.O.E.; Secretary of the Employers' group.


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MACADO NETO, Brasilio (Brazilian), Employers' deputy member; President, National Confederation of Commerce.

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MOCHI-ÓNORI, Manuzio (Italian), Employers' representative (substitute for Mr. Campanella); Law and International Labour Questions Section, General Confederation of Italian Industry.

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NASR, Marwan (Lebanese), Employers' substitute deputy member; Association of Lebanese Industrialists.

NIELSEN, Einar (Danish), Workers' representative; Vice-President, Confederation of Danish Trade Unions.

O'BRIEN, John (Irish), Employers' deputy member; Vice-President, Dublin Chamber of Commerce.

OSHIMA, Yasushi (Japanese), Government representative; Counsellor and Chief International Labour Adviser, Ministry of Labour; representative of the Government of Japan on the Governing Body.

PALTHY, Georges, Deputy Director of the European Office of the United Nations; accompanying Mr. Spinelli, representative of the United Nations.

PARKER, Cola G. (United States), Employers' representative; Chairman of the Board of the National Association of Manufacturers.

PATTEEF, Herman, observer representing the International Confederation of Free Trade Unions; permanent representative of the I.C.F.T.U. in Geneva; Secretary of the Workers' group.

PELisson, Pierre (French), Senior Counsellor for Labour and Social Legislation; accompanying Mr. Hauck, Government representative.

PELLINKHOFF, T. M. (Netherlands), Chief of the International Affairs Division, Ministry of Social Affairs and Public Health of the Netherlands; accompanying Mr. Josz, Government representative of Belgium.

PÉQUENO, Syndulpho de Azevedo (Brazilian), Workers' representative; President, Brazilian Federation of Land Transport Workers.

PEREIRA, Raúl Maria (Peruvian), Secretary of the Permanent Delegation of Peru to the international organisations in Geneva; accompanying Mr. de la Fuente Locker, Government representative.

PICO, Mario Raúl (Argentinian), Government deputy member; Envoy Extraordinary and Minister Plenipotentiary; Permanent Delegate of the Republic of Argentina to the European Office of the United Nations; representative of the Argentine Government on the Governing Body.

POMÉS, Victor (Uruguayan), Government deputy member; Minister Plenipotentiary; Permanent Delegate of Uruguay to the European Office of the United Nations; representative of the Government of Uruguay on the Governing Body.

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PURPURA, Rosario (Italian), Director-General of Industrial Relations, Ministry of Labour and Social Welfare; substitute representative of the Government of Italy on the Governing Body.

RAVN, Jørgen (Danish), Deputy Chief of the International Relations Division, Ministries of Labour and Social Affairs; substitute for Mr. Dreyer, Government deputy member.

RIBEIRO DA CUNHA, Alexandre (Portuguese), Government deputy member, Senior Inspector of Political Affairs, Ministry of Overseas Affairs; substitute representative of the Government of Portugal on the Governing Body.

RICHTER, Willi (German, Federal Republic), Workers' representative; President, German Confederation of Trade Unions.

ROBERTS, Sir Alfred, C.B.E., J.P. (United Kingdom), Workers' representative; Member of the Trades Union Congress General Council; Vice-Chairman of the Governing Body.

ROBERTSON, James Geddes (United Kingdom), Assistant Secretary, Ministry of Labour; accompanying Mr. Rossetti, Government representative.
ROSSETTI, H. F., C.B. (United Kingdom), Government representative; Deputy Secretary, Ministry of Labour; representative of the Government of the United Kingdom on the Governing Body.

ROWELL, Edward J. (United States), Attaché for International Labor Affairs, United States Resident Delegation for international organisations in Geneva; accompanying Mr. Lodge, Government representative.

ROYER, Jean, representative of the Contracting Parties to the General Agreement on Tariffs and Trade; Deputy Executive Secretary.

SÁNCHEZ MADARIAGA, Alfonso (Mexican), Workers’ representative; Secretary, Federal District Workers’ Confederation.

STOKMAN, Rev. Father J. G., O.F.M., M.P. (Netherlands) ; accompanying Mr. Josz, Government representative.

TATA, Naval H. (Indian), Employers’ representative; Director, Tata Industries Ltd., Bombay; President, Employers’ Federation of India.

TENNFOORD, Finn, representative of the Council of Europe; Head of the Social Division of the Secretariat-General.

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VANIKKUL, Obeboon (Thai), Government deputy member; General Secretary, Libyan General Workers’ Confederation.

VERMEULEN, Adrianus, Head of the Labour and Social Factors Division; accompanying Mr. von Arnim, representative of the Organisation for European Economic Co-operation.

VINCK, F., representative of the High Authority of the European Coal and Steel Community; Director-General of the Directorate General for Labour Re-adjustment and Reconversion Problems.

WALINE, Pierre (French), Employers’ representative; General Delegate, Federation of Metal and Mining Industries; Vice-Chairman of the Governing Body.

WEINER, Herbert E. (United States), Office of International Economic and Social Affairs, Department of State; accompanying Mr. Lodge, Government representative.

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