INTERNATIONAL LABOUR OFFICE

MINUTES

OF THE

155th SESSION

OF

THE GOVERNING BODY

GENEVA, 31 MAY-1 JUNE 1963
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The Governing Body
of the International Labour Office

MINUTES OF THE 155TH SESSION

The 155th Session of the Governing Body of the International Labour Office was held in Geneva on Friday, 31 May and Saturday, 1 June 1963.

The Governing Body was composed as follows:
Chairman: Mr. Parodi.

Government group:
Argentina: Mr. Migone.
Canada: Mr. Mainwaring.
China: Mr. Cheng.
Denmark: Mr. Dreyer.
France: Mr. Hauck.
Federal Republic of Germany: Mr. Clausen.
Ghana: Mr. Abbán.
India: Mr. Zaman.
Italy: Mr. Ago.
Japan: Mr. Aoki.
Netherlands: Father Stokman.
Panama: Mr. Calamari.
Rumania: Mr. Ionasco.
Tunisia: Mr. Memmi.
U.S.S.R.: Mr. Goroshkin.
United Kingdom: Mr. Slater.
United States: Mr. Weaver.
Uruguay: Mr. Bosch.
Venezuela: Mr. Luján.

No representative of the Government of Ceylon attended the session.

Employers' group:
Mr. Bergenström.
Mr. Campanella.
Mr. Ghayour.
Mr. Machado Neto.
Mr. Mishiro.
Sir George Pollock (substitute for Lord McCorquodale).
Mr. Tata.
Mr. Wagner.
Mr. Waline.
Mr. Yllanes Ramos.

Workers' group:
Mr. Ahmad.
Mr. Beermann.
Mr. Collison.
Mr. De Bock.
Mr. Faupl.
Mr. Kaplansky.
Mr. Monk.
Mr. Möri.

Mr. Nielsen.
Mr. Sánchez Madariaga.

The following regular representatives were absent:

Government group:
Canada: Mr. Haythorne.
Rumania: Mr. Geamanu.
Venezuela: Mr. Tarre Murzi.

Employers' group:
Lord McCorquodale.

Workers' group:
Mr. Ambekar.
Mr. Ben Sefidk.

The following deputy members were present:

Government group:
Bulgaria: Mr. Michiev.
Chile: Mr. Huidobro.
Finland: Mr. Rinne.
Israel: Mr. Messer.
Mexico: Mr. Calderón Puig.
Morocco: Mr. Gourja.
Pakistan: Mr. Ashraf.
Peru: Mr. Leits.
United Arab Republic: Mr. Nour.
Viet-Nam: Mr. Phan-Trong-Nhiêm.

Employers' group:
Sir Lewis Burne.
Mr. Erdmann.
Mr. Muro de Nadal.
Mr. Fennema.
Mr. O'Brien.
Mr. Rifaat.
Mr. Robinson.
Mr. Wajid Ali.
Mr. Desmaison.
Mr. Kuntschen.

Workers' group:
Mr. Becker.
Mr. Borha.
Mr. Boulaoudoux.
Mr. Ben Ezeddine.
Mr. Hernández.
Mr. Krier.
Mr. Shita.
Mr. Weissenberg.
The following representatives of States Members of the Organisation were present as observers:

- **Australia**: Mr. Furlonger.
- **Brazil**: Mr. Barboza-Carneiro.
- **Congo (Leopoldville)**: Mr. Markwambala.
- **Czechoslovakia**: Mr. Klusák.
- **Hungary**: Mr. Benyi.
- **Iraq**: Mrs. Afnan.
- **Ireland**: Mr. McCarthy.
- **New Zealand**: Mr. Zorab.
- **Poland**: Mrs. Ruginowa.
- **Turkey**: Mr. Alaçam.
- **Yugoslavia**: Mr. Soč.

The following persons were also present:

- Mr. Morse, Director-General of the International Labour Office.
- Mr. Rens, Deputy Director-General.
- Mr. Jenks, Assistant Director-General.
- Mr. Yalden-Thomson, Assistant Director-General.
- Mr. Ammar, Assistant Director-General.
- Mr. Figueroa, Assistant Director-General.
- Mr. Riches, Treasurer and Financial Controller.
- Mr. Gavin, Secretary of the Governing Body.

Representatives of international governmental organisations:

- **United Nations**: Mr. Zarras.
- **Office of the High Commissioner for Refugees**: Mr. Asscher.
- **Technical Assistance Board**: Mr. Etchats.
- **United Nations Relief and Works Agency for Palestine Refugees in the Near East**: Mr. Courvoisier.
- **World Health Organisation**: Mr. Fedele; Dr. Shoib.
- **Intergovernmental Maritime Consultative Organisation**: Mr. Grosclaude.
- **General Agreement on Tariffs and Trade**: Mr. Gundelach.
- **Council of Europe**: Mr. Tennfjord.
- **European Economic Community**: Mr. Lambert.
- **Intergovernmental Committee for European Migration**: Mr. Lasocki.
- **League of Arab States**: Mr. El-Wakil.

Representatives of international non-governmental organisations:

- **International Confederation of Free Trade Unions**: Mr. Heyer.
- **International Co-operative Alliance**: Mr. Boson.
- **International Federation of Christian Trade Unions**: Mr. Eggermann.
- **International Organisation of Employers**: Mr. Lagasse.
- **World Federation of Trade Unions**: Mr. Boglietti.

Substitutes and advisers:

- **Mr. Albu**, accompanying Mr. Ionasc. **Mr. Aslanyan**, accompanying Mr. Goroshkin.
- **Mr. Bauer**, accompanying Mr. Mainwaring.
- **Mr. Borisov**, substitute for Mr. Goroshkin.
- **Mr. Cáporda**, substitute for Mr. Migone.
- **Mr. Carlhammer**, accompanying Mr. Bengtström.
- **Mr. Cohen**, accompanying Mr. Michev.
- **Mr. Contreras**, substitute for Mr. Huidobro.
- **Mr. Denys**, accompanying Father Stokman.
- **Mr. Dewar**, substitute for Mr. Slater.
- **Mr. Dunning**, accompanying Mr. Collison.
- **Mr. El-Akkad**, accompanying Mr. El-Wakil.
- **Mr. Frandsen**, substitute for Mr. Dreyer.
- **Mr. García**, accompanying Mr. Calderón Puig.
- **Mr. Gavrilov**, accompanying Mr. Michev.
- **Mr. González Gómez**, accompanying Mr. Calderón Puig.
- **Mr. Good**, accompanying Mr. Weaver.
- **Mr. Grida**, accompanying Mr. Agó.
- **Mr. Hancox**, accompanying Mr. Lasocki.
- **Mr. Haran**, substitute for Mr. Messer.
- **Mr. Heise**, accompanying Mr. Beermann.
- **Mr. Hody**, accompanying Mr. Markwambala.
- **Mr. Horn**, substitute for Mr. Rinne.
- **Mr. Horting**, accompanying Mr. Gundelach.
- **Mr. de Icaza**, accompanying Mr. Calderón Puig.
- **Mr. Kiang**, accompanying Mr. Cheng.
- **Mr. Kittamura**, accompanying Mr. Aoki.
- **Mr. Kondo**, substitute for Mr. Mishiro.
- **Mr. Kudo**, substitute for Mr. Aoki.
- **Mr. Lawyer**, substitute for Mr. Weaver.
- **Mr. Lee**, substitute for Mr. Cheng.
- **Mr. Lifte**, accompanying Mr. Weaver.
- **Mr. Luker**, accompanying Mr. Zarras.
- **Miss Lunsingh Meijer**, accompanying Father Stokman.
- **Mr. Maier**, accompanying Mr. Heyer.
- **Mr. Malikov**, accompanying Mr. Goroshkin.
- **Mr. Mermillod**, accompanying Mr. Waine.
- **Mr. Miller**, substitute for Sir George Pollock.
- **Mr. Mochi-Onori**, substitute for Mr. Campagnella.
- **Mr. Moratt**, accompanying Mr. Messer.
- **Mr. Natale**, accompanying Mr. Agó.
- **Mr. Nettey**, substitute for Mr. Abbán.
- **Mr. Oechslin**, accompanying Mr. Lagasse.
- **Mr. Pamment**, accompanying Mr. Mainwaring.
- **Mr. Pantos**, substitute for Mr. Wagner.
- **Mr. Pérez Chiriboga**, accompanying Mr. Lujań.
- **Mr. Fleva**, accompanying Mr. Klusák.
- **Mr. Pozharsky**, accompanying Mr. Goroshkin.
- **Mr. Purpura**, substitute for Mr. Agó.
- **Mr. Saintigny**, accompanying Mr. Waine.
- **Mr. de Santiago López**, accompanying Mr. Calderón Puig.
- **Mr. Schlofjeldt**, accompanying Mr. Erdmann.
- **Mr. Seidman**, accompanying Mr. Faupl.
- **Mr. Skillman**, accompanying Mr. Weaver.
- **Mr. Sobels**, accompanying Mr. Gundelach.
- **Miss Stephen**, accompanying Mr. Furlonger.
- **Mr. Thomas**, accompanying Mr. Clausen.
- **Mr. Tomov**, accompanying Mr. Michev.
- **Mr. Tudor**, accompanying Mr. Ionasc. **Mr. Zofka**, accompanying Mr. Heyer.
The Governing Body was composed as follows:

Chairman: Mr. Parodi.

Mr. Abbān (replaced during part of the sitting by Mr. Nettey), Mr. Agh, Mr. Ahmad, Mr. Aoki, Mr. Beermann, Mr. Bergström, Mr. Bosch, Mr. Calamari, Mr. Cheng, Mr. Claussen, Mr. Collison, Mr. De Boek, Mr. Dreyer, Mr. Faupl, Mr. Ghayour, Mr. Goroshkin, Mr. Hauck, Mr. Ionascu, Mr. Kaplansky, Mr. Luján, Mr. Machado Neto, Mr. Mainwaring, Mr. Memmi, Mr. Migone, Mr. Mishiro, Mr. Mochi-Onori, Mr. Monk, Mr. Möri, Mr. Nielsen, Sir George Pollock, Mr. Sánchez Madariaga, Mr. Slater, Father Stokman, Mr. Tata, Mr. Wagner, Mr. Waline, Mr. Weaver, Mr. Yllanes Ramos, Mr. Zaman.

Opening of the Session

The Chairman welcomed the persons present, and in particular the Government representatives attending in that capacity for the first time.

Order of Business

The Chairman said that, in accordance with a request made at an earlier session by Mr. Borisov, he intended in general to take the items on the agenda in numerical order. However, as the Italian Government representative was forced to absent himself later in the day, he proposed to deal with item 6, the report of the Working Party on the Turin Centre, and item 9, the reports of the Committee on Freedom of Association, immediately after the approval of the minutes.

First Item on the Agenda

Approval of the Minutes of the 154th Session

Mr. Mainwaring said that, as a result of remarks at the last session of the Governing Body, the draft minutes had been distributed earlier than usual. It would, however, be desirable to produce them even earlier, possibly within a week of the close of the session, or alternatively to distribute immediately a record of the decisions taken, as this would greatly facilitate the work of those who had to report on the decisions of the Governing Body.

Mr. Zaman supported the previous speaker's request.

The Director-General said that there was little that could be done to expedite the production of the minutes with the available staff resources. He would, however, prepare a paper setting out ways and means of meeting the request, together with their financial implications, and would submit it to the Financial and Administrative Committee at an early session of the Governing Body, so that the problem could be examined objectively in its entirety.

The Governing Body approved the minutes of the 154th Session, subject to the insertion of any corrections received.

Sixth Item on the Agenda

Report of the Working Party on the Turin Centre

Mr. Zaman referred to the report of the Working Party, in paragraph 16 of which it was stated that "In order to ensure that the best choice is made of the candidates proposed by the developing countries, it appears essential that the Centre should work through I.L.O. personnel in the field, in collaboration with the national employers' and workers' organisations and possibly with the assistance of existing tripartite bodies or such bodies as might be set up for the purpose."

In India it was a rule that all fellowships from foreign sources must be routed through the Ministry of External Affairs of the Government of India. The selection of candidates for fellowships was a matter which aroused strong feelings, and to entrust the selection to the director of the local I.L.O. office might place that official in a controversial position and consequently impair his working relations with governmental and other circles. The problem of assuring the subsistence of the trainees' families also arose in most of the developing countries, and it was not a responsibility that could easily be borne by trade unions or employers. The responsibility thus fell on governments, and their obligation in this respect was clear if they had themselves selected the candidates.

To date no paper had been presented showing the precise needs of the developing countries for advanced training. It was essential to have such information before establishing the Centre, and a questionnaire should have been sent to governments to ascertain their advanced training requirements for the next four or five years, and to inquire whether they were prepared to pay travel costs, provide family maintenance allowances and contribute in other ways.

Mr. Tata trusted that Mr. Zaman's remarks were not directed against the tripartite nature of the proposed Centre. It had been understood that candidates who were sponsored by the employers' or workers' organisations would be accepted by the other two parties. It was true that in India the Government had the final say in all such matters, but it would interfere with a nomination only in extreme cases when there was a serious and well-founded objection to a particular candidate, and not in straightforward candidatures sponsored by an employers' or workers' organisation. Otherwise, if the selection of candidates were left entirely to governments all the efforts to establish the Turin Centre would be facilitated.
Centre on a tripartite basis would have been made in vain.

The Employer members had wholeheartedly supported the Turin project, but felt that it should begin on a modest basis on account of the limited resources available. It had been assumed that one of the major contributions would come from the United Nations, but in view of the financial difficulties besetting that organisation it might be that the expected assistance would not be forthcoming. A review of the financial aspects should therefore be made to ensure that the scheme was not disproportionate to the resources actually available.

**Mr. Abban** endorsed the remarks made by the Indian Government representative. In Ghana the approval and final selection of candidates for scholarships and fellowships rested with the Cabinet Scholarship and Establishment Committee, and it would be difficult to agree to a proposal that the selection of candidates should be vested in the I.L.O. representatives in the area. In paragraph 15 of the report it was said that the responsible authorities in the fellows' countries of origin should ensure that on their return the trainees should take up suitable employment to make full use of the skills they had acquired. This could best be done by putting the trainees under bond, which would not be practicable unless they had been selected by the government itself.

**Mr. Zaman** explained that, on receipt of a fellowship, the Government of India invited applications through the state governments, to ensure fair distribution throughout India. If the employers' and workers' organisations wished to sponsor candidates they were free to do so, but ultimately the selection was made by the Government of India. However, the Government would not object to forwarding a larger number of candidatures than the number of vacancies available, to leave an element of choice. This could best be done by putting the trainees under bond, which would not be practicable unless they had been selected by the government itself.

**Mr. Bosch** made the same reservation as Mr. Zaman. In many developing countries there was no adequate technical planning machinery, and only the government knew in what sectors the need for skilled manpower was greatest. After the government had established priorities for certain branches of the economy, it was possible for further selection to be made by I.L.O. personnel in the field and by the employers' and workers' organisations, but the initial determination must be made by the authorities.

**Mr. Mainwaring** observed that no paper had yet been presented on the prospective financing of the Centre. Any approval of the statute of the Centre could only be provisional so long as the financial arrangements were not settled.

The Canadian Government shared the concern of previous speakers that the Centre should at no time impose an additional budgetary burden on the I.L.O. In order to make this clear he suggested that article VI, paragraph 1, of the statute should be amended to read: "The budget of the Centre shall be financed from voluntary contributions by—(a) governments..."
The Chairman, noting that there were no further speakers in the general discussion, proposed that the Governing Body should take up the specific points that had been raised, beginning with the arrangements for the selection of trainees.

Mr. Zaman proposed that paragraph 16 of the report should be amended to indicate that the primary responsibility for selection lay with governments.

Mr. Migone, as a member of the Working Party, pointed out that conditions varied greatly in the developing countries and that the International Labour Office had sufficient experience to adapt its procedure to individual circumstances. If an unduly strict rule were laid down it might suit some countries but not others. In his opinion paragraph 16 made it sufficiently clear that selection was a matter for governments, with the assistance of the employers' and workers' organisations and of I.L.O. representatives in the field. The statute said nothing particular on the matter, except that the selection of fellows was one of the responsibilities of the Director. In any event, the Board would doubtless lay down certain rules on the subject in the light of experience, and the Director would act accordingly.

Mr. Kaplansky endorsed the remarks of the previous speaker. The report of the Working Party did not impose binding conditions on the Board; it merely outlined certain desires and suggestions, doing so, moreover, in rather guarded language. Paragraph 16 conformed to the usual I.L.O. practice in such matters, and it made it clear that the candidates would be proposed by the governments of the developing countries, in collaboration with the national employers' and workers' organisations and possibly existing tripartite bodies. He could not see what objection there could be to that procedure.

The Chairman pointed out that the paragraph was contained in a report of a working party, and that it was not open to the Governing Body to amend the terms of the report.

Mr. Faupl submitted that much of the Working Party's report consisted of an interpretation of the statute. It might therefore be more expedient to discuss first the provisions of the statute and then examine the interpretation and the intent of the Working Party on the various points that had been raised.

Mr. Goroshkin said that before discussing particular points of the statute he would like to be given details of the manner in which the Centre would be financed, as this was the basic question. He could agree if it were understood that the Director of the Centre. It might prevent confusion to distinguish clearly between nomination and selection.

Mr. Netley said that it was accepted that the individual governments would consult with the employers' and workers' organisations in nominating candidates. The final selection, however, rested with the Director of the Centre. It might prevent confusion to distinguish clearly between nomination and selection.

Mr. Fennema seconded Mr. Faupl's suggestion that the statute should be discussed first, and proposed that it be taken article by article.

After some discussion on procedure, the Chairman accepted this suggestion.

Preamble of the Statute.

Mr. Goroshkin proposed the addition of a sentence stating that "The Centre, in the course of its activities, should base itself on experience and practice in vocational training throughout the world." It was a fundamental question of principle that the vocational training tuition to be given in the Centre should not be one-sided, and should take into account all relevant experience.

Mr. Mori queried the necessity of adding to the Preamble, since it was obvious that the experience acquired in the various countries would be followed in varying degrees at the Turin Centre. The International Vocational Training Information and Research Centre might provide guidance in this matter.

Mr. Ionasco said that the proposed addition was not at all superfluous, because hitherto the experience of all countries had been considered only in theory, and had not been acted on in practice. The intention might be achieved by adding the words "by the experience of all countries" to the end of the second considerandum of the Preamble.

The Chairman said that the considerandum in question envisaged that existing facilities should be supplemented by the new training resources afforded by the Centre. The suggested addition would altogether change the meaning and perhaps make the considerandum almost meaningless.

Mr. Mori contended that the Preamble as worded conveyed the intention adequately. It was self-evident that all valuable experience would be taken into account, irrespective of any national or regional considerations, and that ideas would be used on their merits. It was unnecessary to include such a truism in the Preamble, which should be as concise as possible.

Speaking as Chairman of the Working Party, the Chairman drew attention to the need for a degree of flexibility in the operations of the Centre. Management of the Centre should not be complicated by further rules, the consequences of which could not easily be foreseen.
Mr. Wainé said that it was generally agreed that the Centre would need to have regard to all existing methods of advanced training; indeed, that principle was already applied by the I.L.O. in its vocational training work. Any apprehensions that young people attending the Centre might be influenced in a particular direction would be dispelled by the provision in article II, paragraph 1, that the teaching should be objective and independent of any political or commercial considerations.

Mr. Ionasco welcomed the acknowledgement by the spokesmen of the Employers' and Workers' groups of the need to utilise all available experience in the practical work of advanced training.

The Preamble was adopted.

Article I.

Mr. Ionasco remarked that paragraph 1 referred to "advanced technical and vocational training", but said nothing of the "training in social subjects" mentioned in paragraph 19 of the Working Party's report.

Article I was adopted.

Article II.

Article II was adopted.

Article III.

Mr. O'Brien said that under paragraph 1 the Board would be responsible for the "general management" of the Centre, while under article V, paragraph 2(a), the Director would be responsible for the "administration" of the Centre. In English the two expressions appeared to be closely related, and he would welcome clarification of the meaning.

The Director-General said that he understood that the Board would lay down the policies to be followed in the operation of the Centre, whereas the Director would implement those policies and be responsible for the day-to-day running of the Centre.

Mr. O'Brien said that if paragraph 1 of article III was left unchanged, the apparent conflict of language could be avoided by incorporating the substance of paragraph 3 of article V in paragraph 2(a) of that article, which would then read: "The Director—(a) shall, in the exercise of his functions and subject to the authority of the Chairman of the Board, carry out the policies established by the Board in the discharge of its responsibilities for the general management of the Centre, as provided for in article III...".

Mr. Collison said that the Director-General had satisfactorily defined the two expressions, and that reference could be made to his explanation in the event of any doubt arising.

Mr. Goroshkin criticised the proposed composition of the Board as being complicated and unduly large. It was doubtful whether it was necessary to have 12 members of the Governing Body on a Board of 26 members, and it might instead be better to increase the number of technicians and experts in vocational training. There was no justification for appointing a smaller group of Officers to deal with business between sessions; policy matters should be dealt with by the Board as a whole.

The general impression that the Board would be unwieldy, inefficient and expensive was confirmed by the vagueness of its responsibilities. In paragraph 11 it was said that the Board would approve "the general lines of the programme" submitted by the Director. However, if it was responsible for the actual management of the Centre, it should work out the programme methodically and in detail.

Mr. Faupl pointed out that in the previous discussions it had been generally agreed that the Centre should operate on a tripartite basis. The Board would include representation of other organisations that were not tripartite, and the proposed numbers had been designed to ensure that the tripartite principle should prevail.

Mr. Slater concurred with Mr. Faupl. Although the proposed composition of the Board seemed rather large, it must be remembered that its function was general policy making, and it would normally meet once a year. Between sessions of the Board the Officers would be available to give guidance on day-to-day matters, and the programme of the Centre would be evolved by the specialist Programme Committee provided for in article IV, which could deal with technical matters in much greater detail than the Board itself.

Mr. Goroshkin said that he did not contest that the Board should be composed in the same way as other organs of the I.L.O., but considered that it should be smaller and less unwieldy. He could not agree that there should be a smaller group of Officers which would represent the decisive policy-making body within the Board.

Mr. Weaver said that the Governing Body as a whole should realise the detailed consideration that had been given to the statute and report by the Working Party. In addition to fairly clear and precise terms of reference, the Working Party had had the advantage of previous deliberations of the Governing Body; consequently, its recommendations on the composition of the Board and other technical matters which it had unanimously resolved must necessarily carry considerable weight.

The Chairman pointed out that the Board would not meet very often, so that the financial implications would in fact amount to very little.

Mr. Goroshkin said that the U.S.S.R. Government agreed that the Board should be responsible to the Governing Body for the general management of the Centre. It did not agree with the creation of a group of Officers which would decide such fundamental and highly important questions as the training of skilled cadres for the developing countries. He wished his reservations on paragraphs 2, 5 and 11 of article III to be recorded.

Mr. Collison, referring to paragraph 2(d), observed that nine members were to be appointed by the Governing Body on the basis of their competence in technical and vocational training matters. While competence was an important consideration, he sought an assurance that the six persons in this
category to be drawn from the developing countries would be chosen in equal numbers from government, employers' and workers' circles.

The Chairman confirmed that this was the intention.

Article III was adopted.

Article IV.

Mr. Goroshkin questioned the need for a Programme Committee. The programme and activities of the Centre should be discussed and decided by the Board itself. He did not, however, rule out the possibility of setting up committees of experts to give advice on specific issues.

The Chairman said that the idea of the Working Party was that the Board would lay down the main lines of the programmes, but that it was desirable to have another more technical body to examine them in detail, since the Board could not be expected to go into all the details itself.

Mr. Möri said that Mr. Goroshkin himself had asked that the programmes, which would cover a variety of trades, professions and skills, should be drawn up by technicians. It was therefore necessary to provide for a predominantly technical Programme Committee to give advice on the subject to the Board, with which the final decisions on programmes would lie.

Article IV was adopted.

Article V.

Referring to paragraph 1, Mr. Collison pointed out that the English version should read "... after consultation with the Officers".

Mr. Goroshkin said that, in view of the fundamental importance of the Director in the provision of advanced vocational training to the developing countries, he should be appointed not after consultation with the Officers, but on the recommendation of the whole Board.

The Chairman remarked that it was difficult for a large Board to decide on the choice of an individual. The Chairman of the Board might well undertake consultations, but the time would come when he would have to take a decision.

Mr. Ionasco supported Mr. Goroshkin's remarks, and suggested that the Director should be appointed by the Chairman "after consultation with the Board".

Mr. Faupl drew attention to the fact that the Governing Body had already authorised the Director-General to appoint a Director of the Centre. The Working Party had felt that in line with the general delegation of authority to the Director-General this would be the most effective and expeditious procedure. The fact remained that the Governing Body retained final control as far as the main personalities were concerned. If complications arose the Governing Body could amend the arrangements at a later date.

The discussion was adjourned until the second sitting.

The sitting closed at 12.55 p.m. A. Parodi.
MINUTES OF THE SECOND SITTING  
(Friday, 31 May 1963—3.10 p.m.)

The Governing Body was composed as follows:

Chairman: Mr. Parodi.

Mr. Ahmad, Mr. Aoki, Mr. Beermann, Mr. Bergström, Mr. Bosch, Mr. Cheng, Mr. Clausen, Mr. Collison, Mr. De Bock, Mr. Dreayer, Mr. Faupl, Mr. Gayoure, Mr. Goroshkin, Mr. Hauck, Mr. Ionasco, Mr. Kaplanisky, Mr. Machado Neto, Mr. Mainwaring, Mr. Memmi, Mr. Mignone, Mr. Mishiro, Mr. Mochi-Onori, Mr. Monk, Mr. Mori, Mr. Nettey, Mr. Nielsen, Sir George Pollock, Mr. Purpura, Mr. Sánchez Madariaga, Mr. Slater, Father Stokman, Mr. Tata, Mr. Wagner, Mr. Waline, Mr. Weaver, Mr. Yllanes Ramos, Mr. Zaman.

Absent: Mr. Calamari, Mr. Luján.

SIXTH ITEM ON THE AGENDA

Report of the Working Party on the Turin Centre (concl.)

Article V (concl.).

Mr. Ionasco asked what would be the length of the Director's term of appointment. He also noted that this article of the statute made no reference to geographical distribution, as well as competence, as a criterion for the selection of teaching staff, although this principle had been stressed by the Rumanian Government representative in the Working Party and was, moreover, laid down in the I.L.O. Constitution.

The Chairman said that the question of the Director's period of appointment was not covered in the statute.

The Director-General explained that, when the question had been discussed, it had been agreed that the Director's term of appointment would be similar to that applying to Assistant Directors-General, who were appointed for seven years. A shorter period could be agreed upon, although it would not in any case be less than five years; but the term of appointment would in no case be more than seven years.

The Chairman said that the term of appointment would depend on the contract signed with the Director. Regarding geographical distribution, he thought that insertion of a rule to that effect in the statute would complicate the running of the Centre.

Mr. Rifaat pointed out that the documents before the Governing Body had had to reflect many differing points of view and might, as a result, contain certain weaknesses. On the other hand, they had the merit of flexibility, which was essential to enable those who would run the Centre, and on whose efforts its success would ultimately depend, to do so properly. As Mr. Weaver had pointed out, the material before the Governing Body was the outcome of considerable discussion on several successive drafts. He therefore urged the Governing Body not to strive for a rigid, formal instrument, but to keep the text fairly flexible, on the understanding that, as Mr. Faupl had pointed out, it could always be changed in the light of experience.

Mr. Zaman, while grateful to the Working Party for its good work, stressed the Governing Body's right to examine the document before it and to make changes where appropriate.

Mr. Faupl reminded the Governing Body that the document had been unanimously adopted by the Working Party which, moreover, had had before it a full record of the debate in the Governing Body as well as observations which had been communicated to it subsequently. The whole subject had been under discussion for nearly two years. However, the proposed instrument was not necessarily perfect, and the Governing Body was indeed free at any time to make any necessary changes in it. This, of course, applied only to the statute and not to the report, which expressed the Working Party's views and could not be altered. He hoped that the same unanimity would prevail in the Governing Body as in the Working Party and that the debate could be brought to an early conclusion.

Mr. Zaman confirmed that what he had had in mind was the statute, and pointed out that he himself had not proposed any change in it. He was merely concerned with maintaining the dignity of the Governing Body.

Mr. Mori agreed with Mr. Zaman that the Governing Body had the right to review the work of the Working Party. He himself was always prepared to defend the Governing Body's prerogatives, and in fact had done so on various occasions. However, the Working Party had been broadly representative, and all the participants had been able to express their views freely. Therefore, while he was not opposed to improving the text wherever possible, he joined Mr. Rifaat and Mr. Faupl in thinking that some confidence should be accorded the Working Party. That such confidence was justified was demonstrated by the general support which the part of the draft so far examined by the Governing Body had commanded.

Regarding geographical distribution, it seemed preferable to wait until the Governing Body had examined the comprehensive document submitted to it on that complex subject rather than to attempt at the present stage to discuss it with reference to the Turin Centre only.

Mr. Wagner supported the views expressed by Mr. Rifaat, Mr. Faupl and Mr. Mori and asked that the Governing Body should proceed to adopt the text before it.
Mr. Goroshkin saw no reason for departing from the procedure followed thus far. He asked that the discussion of the draft should continue article by article.

The Chairman appealed to speakers to be brief. He would keep Mr. Wagner's proposal in mind in case the discussion failed to make more rapid progress. Concerning article V, and in particular the question of geographical distribution, the Director of the Centre would be informed of the discussion which had taken place and could be trusted to act accordingly.

The Governing Body adopted article V of the draft statute.

Article VI.

Mr. Mainwaring expressed concern at some of the remarks made during the discussion. He hoped that his proposal for an amendment to paragraph 1, which he had outlined at the first sitting, would be considered on its merits, in a fair and responsible manner. The proposal was to insert the word "voluntary" in the paragraph, so that it would read "The budget of the Centre shall be financed from voluntary contributions...". This would make it clear that the Centre was not to become a charge on the I.L.O. regular budget.

As he had further pointed out at the first sitting, the expected paper on the financing of the Centre had not been placed before the Governing Body, and this made it difficult to do more than approve the statute in a very general way.

Mr. Zaman and Mr. Goroshkin supported the amendment proposed by the previous speaker.

Mr. Waline thought that the proposal could be accepted, since voluntary contributions were clearly what the Working Party had had in mind.

Mr. Sánchez Madariaga was preoccupied by the reluctance of some members to impose an obligation with respect to financing. He thought that those who had so enthusiastically supported the Centre's establishment and who would benefit by its activities had a moral obligation to contribute financially to its success. While the statute should be clear, therefore, it should not specify quite so categorically that there was no financial obligation on anyone.

Mr. Migone confirmed Mr. Waline's interpretation of the Working Party's intentions. There had never been any question of imposing contributions on anyone. The mere inclusion of the words "other sources" in article VI showed this. How could contributions from "other sources" be compulsory? A distinction should, of course, be made between contributions of an occasional nature, as contemplated in paragraph 3, and those referred to at the beginning of the article, which should clearly be regular if the Centre was to carry on; but, in either case, the contributions referred to were voluntary ones.

The Director-General, replying to Mr. Mainwaring, indicated that he had made a report on the financial position to the Working Party. However, it was only correct that this information should also be given to the Governing Body.

In the first place, it had always been understood that contributions to the Centre would be voluntary and that there would be no charge on the I.L.O. regular budget. Secondly, as regarded the availability of resources for financing operations during the first four years—which the Working Party had agreed should be a prerequisite for starting the project—assurances had been received concerning the financing of at least 600 fellowships; this already solved one-third of the problem. On the second aspect—grants for equipment—he could not at present give any formal assurances, but the preliminary results of discussions with governments and others concerned had been encouraging. Finally, with respect to the third aspect, namely cash, an amount of $1 million per year on an average for each of the first four years would still have to be found. Obtaining this money would be the first priority once the Governing Body had taken its decision. Efforts to that end would then be intensified, and a full report on the position would be submitted to the Governing Body in November.

Mr. Collison pointed out that, while it was true that contributions from governments and other sources could only be voluntary, there was a strong moral obligation to contribute. It was after a very free and frank discussion on the question of finance, in which particular stress had been laid on the idea that the Centre should not be a charge on the I.L.O. regular budget, that the Governing Body had decided in principle, and indeed with some enthusiasm, to set it up. This clearly involved a moral commitment, in particular on the part of governments, which had a special interest in the matter.

Subject to the insertion of the word "voluntary" before "contributions" in paragraph 1, the Governing Body adopted article VI of the draft statute.

Article VII.

The Governing Body adopted article VII of the draft statute.

Article VIII.

Mr. Weaver repeated the three suggestions which he had made at the first sitting for changes in article VIII. He asked, first, that in paragraph 1 the words "legal capacity" be replaced by "such legal capacity as is necessary for the fulfilment of its purpose"; secondly, that the words "and defend" be inserted after "institute" in paragraph 1 (c); and, thirdly, that the words "between the Centre and the Italian Government" should be added at the end of paragraph 2. The purpose of these suggestions was to clarify the text.

The Chairman pointed out that the term "personnalité juridique", which in French corresponded to "legal capacity", had a precise meaning. To qualify it in the restrictive manner proposed by Mr. Weaver would make the text less clear.

The Legal Adviser, having been consulted, drew attention to the distinction between the concept

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1 See above, first sitting, p. 4.
of "legal personality", which the Working Party had agreed that the Centre should possess, and that of its "legal capacity", as defined in subparagraphs (a), (b) and (c). It seemed that Mr. Weaver's proposal, which was aimed at clarifying the latter concept, could be accepted.

Paragraph 1 would then read: "The Centre shall possess legal personality. It shall have such legal capacity as is necessary for the fulfilment of its purposes, and in particular the capacity...."

The Chairman said that the Legal Adviser's explanation had dispelled his misgivings.

Mr. Fennema, who shared the fears originally expressed by the Chairman, suggested that a new draft might be prepared for consideration by the Governing Body on the following day.

The Chairman asked Mr. Fennema not to press his suggestion.

Subject to the amendment read out by the Legal Adviser and to the insertion of the words "and defend" between "institute" and "legal proceedings" in the English text of subparagraph (c), the Governing Body adopted article VIII (1) of the draft statute.

The Chairman asked the Director-General to comment on Mr. Weaver's proposal to add the wording of paragraph 2 to the text.

The Director-General explained that the negotiations referred to would in fact take place between the Office—and not the Centre—and the Italian Government. In addition, the Office would have to work out a whole series of bilateral arrangements with other governments. It was deliberately that the wording of paragraph 2 had not been made more specific.

Mr. Weaver agreed not to press his proposal.

The Governing Body adopted article VIII (2) of the draft statute.

Articles IX and X.

The Governing Body adopted articles IX and X of the draft statute.

Article XI.

Mr. Desmaison referred to the observation which he had made during the first sitting concerning this article. He thought that the text should specify what authority had the power to dissolve the Centre.

The Chairman thought that there could be no doubt that power to dissolve the Centre lay with the authority which had set it up, namely the I.L.O., and, more specifically, the Governing Body.

The Governing Body adopted the draft resolution before it as amended in the course of the discussion.

The Chairman invited discussion on the Working Party's report. With respect to the question of the powers of governments in connection with the appointment of trainees, which Mr. Zaman had raised, the remarks made during the discussion would be recorded. Difficulties were, at any rate, unlikely to arise in practice, and the Director could doubtless be trusted to negotiate sound arrangements with governments.

Mr. Zaman asked that the Director, in his negotiations with governments, should be guided not only by the report of the Working Party but also by the comments of Government representatives in the Governing Body.

Mr. Goroshkin supported Mr. Zaman's remarks. While trade unions and employers' organisations should be consulted on the selection of trainees, it was for governments to take the decision.

He wondered whether it would not have been appropriate to submit the statute and other documents concerning the Turin Centre to the Conference for final approval. While he himself approved the substance of the statute, it seemed natural, especially in view of the size and unprecedented character of the project, to consult all of those whom it was intended to serve.

The Chairman said that Mr. Goroshkin's remarks would be noted.

Mr. Faupl took exception to Mr. Goroshkin's view that governments should make the final decision on the selection of candidates. There were many employers' and workers' organisations which were independent of governments and, while governments should be associated in the decision, this was by no means their exclusive prerogative.

The Director-General informed the Governing Body that he had been requested by the Director-General of the Food and Agriculture Organisation of the United Nations to bring to the Governing Body's attention the interest of that organisation in the Turin Centre project as a whole, and its desire to cooperate with the I.L.O. in the field of agricultural machinery be envisaged. The I.L.O. would, of course, arrange for such cooperation in any case.

Moreover, the Working Party had been informed that negotiations were proceeding with the Italian Government concerning the status of the Turin premises. At present, the land and buildings were the property of the city of Turin, with the exception of the large exhibition building, which was the property of the Italian Government and which was, as he understood it, to be transferred to the city of Turin on a ten-year lease. While final arrangements had yet to be worked out, he had been assured that all the land and buildings, including the exhibition building, would be placed at the I.L.O.'s disposal with the necessary guarantees in regard to occupancy.

SECOND ITEM ON THE AGENDA

Agenda of the 49th (1965) Session of the International Labour Conference

Mr. Becker informed the Governing Body that, while the Workers' group would have liked all five of the topics listed in paragraph 6 of the Office paper

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1 See above, first sitting, p. 4.

2 See above, first sitting, p. 3.
to be discussed by the Conference, their preference would be for the following three topics, in the order indicated: (1) the role of co-operatives in the economic and social development of developing countries (item (c)), which was particularly important to workers striving to raise their living standards in developing countries; (2) social consequences of technological progress at the level of the undertaking (item (a)), in view of its importance to workers in both advanced and developing countries; and (3) revision of Conventions Nos. 35, 36, 37, 38, 39 and 40 concerning invalidity, old-age and survivors’ pensions (item (b)), a task to which the I.L.O. was virtually committed by previous decisions.

The Director-General hoped that the item on the social consequences of technological progress could be held over for consideration in connection with the 1966 agenda. He explained that, in view of a recent Governing Body decision, which provided the basis for a real automation programme, it would now be possible, given one more year’s time, to make arrangements much more likely to yield the desired results. This, so far from slowing down the rhythm of the programme, would improve it. He had discussed the matter with the Officers of the Governing Body, who had seemed favourably inclined towards the proposal.

Mr. Waline said that the Employer members, when he had consulted, were prepared to leave item (a) aside for the time being. Regarding the other items, they wondered whether the Office could submit a report on the question of maximum weight to the Governing Body at its 157th Session, since the proposed meeting of experts would not yet have taken place by then. Even if such a paper were submitted, it might be questioned whether the Governing Body could place the item on the agenda without having before it the meeting’s conclusions. The Employers had no objection to papers being submitted to the Governing Body at its November Session on the three remaining items.

Mr. Calderón Puig expressed satisfaction at the reference in paragraph 4 of the Office paper to the possibility of an item on agrarian reform being added to the 1965 agenda by the Governing Body at its 158th Session, when it would have before it the report of the advisory group of experts. He hoped that such a decision would in fact be taken, having regard to the Governing Body’s previous unanimous decision, which reflected the high priority which it attached to the question.

Mr. Collison, for the Workers’ group, was prepared to defer consideration of item (a) as proposed by the Director-General. Regarding the question of maximum weight, he shared Mr. Waline’s preoccupations. The Workers, while they were greatly concerned with the problem, were prepared to wait until the experts had met, should this be conducive to greater efficiency. In that case the item on co-operation would be their first choice, and those on revision of Conventions and accommodation on board fishing vessels their second and third choices respectively.

Mr. Goroshkin, referring to the point raised by Mr. Calderón Puig, hoped that the Office would take the necessary steps to ensure that agrarian reform could be placed on the Conference agenda in 1965 and to provide the Governing Body with all the necessary documentation to that end. With reference to the items listed in paragraph 6, his order of preference was—(a) social consequences of technological progress; (b) revision of the social security Conventions; and (c) co-operatives. Topic (a), in particular, was of vital importance; and while he would not object to its being held over until 1966 if necessary, he urged that it should be considered in 1965 if at all possible.

Mr. Faupl referred to the item on accommodation on board fishing vessels, to which the Workers attached great importance, despite the fact that it was not one of those to which they attributed top priority. He asked the Director-General if it would be possible to have it considered by a small preparatory meeting, following which it could be disposed of by the Conference in a single discussion. It would appear, in view of information already before the Governing Body, that this would not involve undue difficulty.

The Director-General, replying to Mr. Faupl, asked for an opportunity to consider the matter further and report back to the Governing Body at its 157th Session. With regard to the question which had been raised concerning the topic of maximum weight, the Office could, if desired, take into account the outcome of the meeting of experts in submitting proposals to the Governing Body. Finally, the question of agrarian reform could be selected as an item for the Conference agenda only after the scope of the subject had been properly defined. The experts would meet in January 1964 and direct their attention to this question. This left three items ready for action, namely (b), (c) and (d), subject to further consideration of the question raised by Mr. Faupl in respect of item (d) concerning accommodation on board fishing vessels.

Mr. Michiev, apart from the question of agrarian reform, on which a decision had already been taken by the Governing Body, gave priority, firstly, to the item on social consequences of technological progress and, secondly, to that on co-operatives, both of which should, in his view, be placed on the 1965 agenda.

Mr. Zaman supported the three items put forward by the Workers’ group. That on social consequences of technological progress was, of course, very important, but it would be preferable to await the conclusions not only of the proposed meeting of experts but also of the various meetings referred to in paragraph 16 of the Office paper, which would be directly concerned with the subject; nor was there any need at present for a report on maximum weight, in view of the forthcoming meeting of experts.

Mr. Letts supported Mr. Faupl’s proposal concerning the item on fishing vessels, in view of the vital importance of the subject to his country.

Mr. Ionascone associated himself with the hope expressed by Mr. Calderón Puig. The question of agrarian reform was of direct concern to most developing countries, and its consideration should not be postponed any longer. His first preference among the other proposed items was for that on social consequences of technological progress; however, in view of what the Director-General had said, he was prepared to accept those on revision of certain Conventions and co-operatives.
Mr. Bosch asked that every effort should be made to include the subject of agrarian reform in the 1965 agenda. For the other items, the preferences expressed by the Workers' group were acceptable to him.

Mr. Aoki reminded the Governing Body of the difficulties which resulted from the inclusion of too many technical items in the Conference agenda, particularly for the smaller delegations from developing countries. He asked that the number of technical items on the 1965 agenda should not in any case exceed four, including those carried over from 1964.

Mr. Gourja stressed the importance of the item on co-operatives to developing countries, and urged the Governing Body to give this item the priority which it deserved.

Mr. Tata, while recognising the importance of co-operatives to developing economies, and in particular their employment-creating potential, drew attention to the dangers involved in the establishment of farm co-operatives by governments on a compulsory basis, as evidenced by the setbacks which had occurred in some cases. Attention should be given to this matter. Co-operatives, moreover, were not necessarily the final answer to the problem of exploitation by middlemen; exploitation had sometimes taken place within the co-operatives themselves. In conclusion, he asked the Director-General to take note of his request that there should be no element of compulsion in the establishment of co-operatives.

Mr. Weaver asked that the Office should prepare law and practice reports or more detailed proposals on the items concerning revision of certain Conventions and co-operation. Like Mr. Aoki, he was concerned about the tendency to expand the agenda of the Conference beyond manageable limits. It would be interesting to see how far delegations were able to man the technical committees at the Conference this year. The entire question was one to which the Governing Body ought to give careful consideration in the near future.

Mr. Messer supported the Workers' proposal to give priority to the item on co-operation. The subject was complementary to that on agrarian reform and was, moreover, ripe for consideration. Co-operative action was not, of course, limited to the agricultural field; it was a basic element in all development planning. The I.L.O. could therefore render valuable assistance in this field. Among the practical aspects of the question, that of financing deserved special consideration, since this was a major problem faced by new co-operatives. Among the other items, he gave priority to those on revision of Conventions and maximum weight.

Mr. Collison accepted the position that the items on social consequences of technological progress and maximum weight would be deferred. This left (1) co-operatives, to which the Workers attributed absolute priority; (2) revision of certain Conventions; and (3) accommodation on board fishing vessels, concerning which the Director-General would study the possibility of convening a small meeting for a preliminary examination of the question.

On the point raised by Mr. Aoki, he could sympathise with the problems facing small delegations. On the other hand, a great deal remained to be done by the Conference, and this work should not be held up. There were bound to be topics in which delegates were especially interested, and they could arrange to participate in the discussion on those items.

Finally, the Workers' group associated itself with the remarks made on the subject of agrarian reform.

Mr. Waline supported the remarks made by Mr. Aoki and Mr. Weaver. Overloading the agenda was not the way to promote active participation of new States in the work of technical committees. The information which he had concerning the composition of Employer delegations at the forthcoming session of the Conference suggested that comparatively few would include a substantial number of advisers. The position was presumably similar on the Workers' side.

Mr. Slater, supporting Mr. Aoki, Mr. Weaver and Mr. Waline, considered that to put more than two technical items on the Conference agenda in addition to those carried over from 1964 would not only place an excessive strain on delegations but involve the danger that, with the present membership at 108, the sheer size of the Conference would preclude effective work.

He further drew the Governing Body's attention to the possibility that, in keeping with the decision taken by the Governing Body in 1960, the subject of technical co-operation would be due for discussion by the Conference either in 1964 or 1965.

Regarding the two new items to be included in the 1965 agenda, his choices were co-operation and the revision of Conventions. Accommodation on board fishing vessels was not a topic which deserved high priority; moreover, an Asian Maritime Conference was to be held in 1965, and since the two matters would presumably be the responsibility of the same section within the Office, it might be difficult to deal with them simultaneously. Concerning maximum weight, he agreed that it would be premature to consider the matter until the experts' report was available.

In addition, the question of agrarian reform would, of course, be reconsidered by the Governing Body in March 1964. Should the decision then be taken to include it in the 1965 agenda, this would leave room for only one new item, which, in his view, should be that on the revision of Conventions.

Mr. Zaman indicated that the Indian Government delegation at the 47th Session of the Conference would consist of only four members, including the leader. As for Mr. Tata's remarks on collectivisation in connection with co-operatives, they did not apply to India.

The Governing Body decided that law and practice reports or more detailed proposals should be submitted to it on items (b), (c) and (d) of paragraph 6 of the Office document.

It was understood that the Director-General would report to the Governing Body at its 157th Session on the possibility of convening a meeting of experts on accommodation on board fishing vessels, with a view to placing such an item on the agenda of the Conference for single discussion.
THIRD ITEM ON THE AGENDA

Report of the Committee of Experts on the Application of Conventions and Recommendations

Mr. Goroshkin, pointing out that the report of the Committee of Experts would be examined by the Conference and that the Governing Body was called upon neither to discuss nor to approve it, wondered whether it was necessary for the Governing Body to take note of it. So far as the contents of the report were concerned he could not, for his part, take note of it owing to the tendentious views which the experts took of the reports of the U.S.S.R. Government on the application of Conventions. The purely formal procedure whereby the Governing Body merely took note of the reports of the Committee might well be dispensed with in future.

Mr. Waline, while he questioned neither Mr. Goroshkin's right to express surprise at the procedure whereby the Governing Body took note of a document which it never discussed, nor his right to criticise the experts' conclusions, pointed out that certain governments, including that which Mr. Goroshkin represented, consistently failed to give a satisfactory answer to the experts' pertinent observations. He recommended that members should read the majority views set out in the report side by side with those of the Polish and Soviet experts.

The Chairman observed that the Governing Body, in taking note of the report, was not expressing any views on its merits. He did not think it desirable to change on this occasion the well-established procedure followed by the Governing Body in the past.

The Governing Body took note of the report.

FOURTH ITEM ON THE AGENDA

Report of the Committee on Conditions of Work in the Fishing Industry

The Governing Body adopted the proposals in paragraph 5 of the Office paper.

Mr. Slater, with reference to the proposal in paragraph 7, considered that it was for the organisation most directly concerned with the question of safety at sea, namely the Intergovernmental Maritime Consultative Organisation, to take the lead in promoting the proposed meeting.

The representative of the Director-General (Mr. Animer, Assistant Director-General), confirmed that, in consultations with other organisations, it was the practice to leave the initiative to the organisation primarily responsible. In the present case, of course, the I.L.O. was following the matter closely because of the importance attached to it by the Committee on Conditions of Work in the Fishing Industry.

Mr. Grosclaude (representative of I.M.C.O.) emphasised the interest of his organisation in questions affecting the safety of fishing vessels, and gave an assurance that it would be prepared to pursue in this particular field its existing co-operation with the I.L.O.

The Governing Body adopted the proposal in paragraph 7 of the Office paper.

The Governing Body noted that the decision proposed in paragraph 9 of the Office paper had already been taken at its 154th Session.

The Governing Body adopted the proposals in paragraphs 11, 13, 15 and 17 of the Office paper.

FIFTH ITEM ON THE AGENDA

Report of the International Symposium on Medical Inspection of Labour

Mr. Gourja welcomed the invaluable guidance which the conclusions of the Symposium would afford. There was a great need for assistance in the field of medical labour inspection in developing countries, particularly in Africa. While legal provisions often existed, the practice was often quite different, owing to lack of information. He asked that the I.L.O. should publish such information, and that this should be disseminated among medical labour inspectors and employers' and workers' organisations. He also hoped that similar symposia would be held more often, particularly at the regional level. Finally, he asked that even if developing countries, particularly in Africa, were not always able to meet the desired standards as regards counterpart staff and technical facilities, this should not deter the Office from giving them assistance.

Mr. Waline, speaking for the Employers' group, wondered whether it was not premature to propose disseminating the report "on the widest possible scale" at the same time as its communication to governments. Moreover, dissemination on such a scale would probably involve considerable expense. However, he was prepared to trust in the Director-General's discretion.

The Governing Body adopted the proposals in paragraph 15 of the Office paper.

SEVENTH ITEM ON THE AGENDA

Geographical Distribution of the Composition of I.L.O. Organs and of the Staff of the Office

Mr. Zaman observed that since 1951, when he had had occasion in a statement before the Economic and Social Council to draw attention to the lack of geographical balance among I.L.O. staff, the situation did not appear to have improved much, although the report before the Governing Body gave no comparative data covering a period of years.

He had been instructed to submit a proposal, similar to the one made by the leader of the Indian delegation at the 46th Session of the Conference, that certain posts should be reserved for the under-represented countries; permanent officials from such countries would be appointed to these posts for a period of, say, three to five years, following which they would return to their countries. They would thus have gained invaluable experience and would advance the purposes of the I.L.O. at home. From the countries' point of view, the proposal would have the advantage of not depriving them permanently of their best people.
Mr. Weaver noted that, apart from the data submitted to the Governing Body, the study which was under way on the Career Trainee Programme had not yet been completed. As he recalled, provision was made for its continuation in the 1964 budget. It seemed to him that Mr. Zaman’s proposal would fit more logically into the Career Trainee Programme than into the provisions of the Staff Regulations governing regular staff. He was looking forward with interest to the report of the study on the Career Trainee Programme, which he thought could render a valuable service to the developing countries.

However, so far as the regular staff was concerned, the Staff Regulations provided the fairest and most effective way of guaranteeing the main objective, which should be competence. The report before the Governing Body was an excellent one, which set forth quite effectively the principles which had been followed as membership of the organisation had grown. It showed that all its organs and facilities had been expanded to encourage a broader participation of the membership, as exemplified most recently by the constitutional amendment increasing the size of the Governing Body. There had clearly been a shift in the nationality content of the staff, so far as was compatible with the paramount requirement of competence. The Director-General should be commended for the report which could serve as a focal point for debate on this question in the future.

Mr. Ionasco considered that the study disclosed an abnormal situation as regards geographical distribution within the Office staff. The criterion of competence should not be allowed to overshadow that of geographical distribution. The paper showed that eight European and North American countries held some 70 per cent. of all posts within the Office, including most of the senior posts. Over 50 member States were either unrepresented or grossly under-represented. To justify such a situation on grounds of competence would be tantamount to admitting that certain member States had no competent people to offer.

Similarly, the composition of Industrial Committees did not do justice to the needs of developing countries. There were no committees for certain industries which were of major importance to such countries; moreover, many countries, particularly in Africa, were not represented in the existing committees. The Petroleum Committee included only one Arab country, and his own country, Romania, which was the second petroleum producer in Europe, was not a member.

There was an urgent need for effective action to improve the composition of I.L.O. organs and of the Office staff and to ensure equal rights for all members of the Organisation. He hoped that the Director-General would consider the matter and that such action would be taken. Finally, he suggested that the paper on geographical distribution might be forwarded to the Conference as an appendix to the Director-General’s Report.

The discussion was adjourned to the following sitting.

The sitting closed at 5:40 p.m.

A. PARODI.
The Governing Body was composed as follows:

Chairman: Mr. Parodi.

Mr. Ahmad, Mr. Aoki, Mr. Beermann, Mr. Berg-  
renström, Mr. Bosch, Mr. Cheng, Mr. Clauussen,  
Mr. Collison, Mr. De Bock, Mr. Dreyer, Mr. Faupl,  
Mr. Grayou, Mr. Goroshkin (replaced during part  
of the sitting by Mr. Borisov), Mr. Grinda,  
Mr. Hauck, Mr. Ionasco (replaced during part of  
the sitting by Mr. Tudor), Mr. Kaplansky, Mr. Lu-  
ján, Mr. Machado Neto, Mr. Mainwaring, Mr. Mem-  
mi, Mr. Migone, Mr. Mishiro, Mr. Mochi-Onori,  
Mr. Monk, Mr. Mori, Mr. Nettey, Mr. Nielsen,  
Sir George Pollock, Mr. Sánchez Madariaga,  
Mr. Slater, Father Stokman, Mr. Tata, Mr. Wagner,  
Mr. Wallace, Mr. Weaver, Mr. Yllanes Ramos, Mr. Zaman.

Absent: Mr. Calamari.

Seventh Item on the Agenda

Geographical Distribution of the Composition of I.L.O.  
Organis and of the Staff of the Office (concl.)

Mr. Zaman, referring to the proposal he had put  
forward at the previous sitting, specified that he  
was concerned with senior posts, not those covered  
by the Career Trainee Programme.

Mr. Michéz concluded from Appendix D to the  
annex to the Office paper that the principle of  
geographical distribution was not observed among  
the Office staff. The socialist countries, for example,  
which made up one-third of the world's population,  
accounted for only one out of 29 top posts, which  
were predominantly occupied by nationals of coun-  
tries such as Canada, France, the United Kingdom  
and the United States. Similarly, the western  
countries accounted for over half of all posts in the  
Professional category, and three-quarters of all posts.  
Africa was hardly represented.

There was no justification for such discrimination  
against certain countries, since they did not lack  
qualified people. The effect of the present situation  
was to weaken international co-operation in the  
economic, social and labour spheres, and detract  
from the universal character, and hence the authority,  
of the Organisation. Steps should be taken to  
ensure that the principle of fair geographical distri-  
bution was observed in the future.

Mr. Goroshkin observed that the problem had  
have become increasingly urgent over the past years  
because the I.L.O. was one of the most representative  
international organisations, and as such should be  
genuinely international in its composition. Its  
authority depended on this. Competence was, of  
course, an important criterion in the selection of  
staff, but so was equitable representation of the  
various regions of the world; this principle was, in  
fact, laid down in the Staff Regulations.

The Office report, however, showed clearly that  
the composition of the staff was one-sided. Previous  
speakers had drawn attention, quoting figures, to  
the small proportion of officials from Africa, Asia  
and Eastern Europe, particularly in senior posts,  
and to the preponderance of officials from certain  
western countries. This was not the first time that  
the question had been discussed; indeed, a resolution  
on the subject submitted by the Government dele-  
gates of Poland and the Ukraine had been adopted  
by the Conference at its 46th (1962) Session. Yet  
the unsound recruiting policy to which this situation  
was due had not been altered, as witness the distri-  
bution of new posts in the Professional category  
since 1959: 40 per cent. of these had gone to three  
western countries. Neither did the report make any  
suggestions for correcting the situation. Serious  
study would, however, suggest solutions. For  
example, as posts now filled under five-year con-  
tracts became free, they could be filled by officials  
from under-represented countries.

This abnormal situation was not, of course,  
confined to the Office staff but existed also in other  
I.L.O. organs, particularly the Governing Body,  
from which the trade unions and employers in many  
countries were excluded entirely. The I.L.O. Consti-  
tution could not be invoked to justify this situation.  
It had been adopted 40 years ago, and since then  
many changes had occurred. The socialist countries  
had appeared on the scene and were developing  
rapidly. In other organisations the whole member- 
ship was properly represented, and this in no way  
precluded effective work. If the same were not to  
be true of the I.L.O., the Organisation's usefulness  
could only suffer. The Governing Body and the  
Director-General should consider the problem seri- 
ously, and the possibility of amending the Constitu-  
tion and the Standing Orders should be envisaged.  

In view of the importance of the paper before  
the Governing Body, he asked that it should be  
distributed at the Conference.

Mr. Clauussen wished to point out, first of all,  
that members of the Office staff did not represent  
their countries; they were international officials,  
responsible to the Director-General, who did their  
work in accordance with the requirements of the  
Office. Political representation of the member  
States was the task of elected bodies, such as the  
Governing Body and the Conference. As for pro-  
moting the work of the Organisation, Members  
could best achieve this by ratifying Conventions and  
helping the Organisation in the development of a  
sound economic policy, rather than by seeking  
adjustments in the composition of the staff.

He could not agree to Mr. Zaman's proposal.  

The value of an official increased with his experience,  
and an excessive turnover was incompatible with the  
building up of an experienced, responsible staff.  
The problem was to find the best people, wherever  
they might be—and there were, of course, qualified

1 See above, second sitting, 13.
people in all countries—by a process of strict selec­
tion. This, and not political considerations, should be
the guiding principle.

The Chairman indicated that he had four speakers
on his list. He asked that the list should be con­
sidered closed.

Mr. Mori, on a point of order, wondered whether
there was any purpose in continuing the debate,
since the Conference would have an opportunity of
discussing the subject in connection with the Direc­
tor-General's Report.

The Chairman indicated that he proposed to call
on those members who had asked to speak.

Mr. Netley thanked the Office for the highly
informative paper which it had prepared. He
agreed with the views expressed by previous speakers,
and in particular Mr. Zaman. There might be in
developing countries a dearth of qualified persons,
but at least some could be found; moreover, there
was in such countries a genuine desire to participate
in the work of the Organisation.

Referring to Appendix F to the annex to the
Office paper, he regretted the lack of information
concerning the basis on which positions were filled
by external competition from different countries. He
felt quite sure that there were countries which had
no opportunity of knowing what vacancies existed,
and hence of putting forward suitable candidates.

In order to overcome the dissatisfaction felt by
developing countries in this matter, he suggested
that certain posts might be allocated by regions,
if not by countries, for definite periods of time on
a rotating basis until the Career Trainee Programme
—which was essentially a long-term project—
began to yield results.

Mr. Aoki supported Mr. Claussen's remarks.
Although Japan was under-represented on the staff
—and while he recognised the need for equitable
geographical distribution—competence, efficiency and
integrity should be the prime considerations. The
Director-General had clearly stated his position in
this regard before the Conference, and the Japanese
Government had full confidence in his policies.

Mr. Yllanes Ramos also thought that skill,
efficiency and devotion should be the guiding considera­
tions in the recruitment of staff. A further important
qualification was loyalty to the Organisation and
independence of outside influences. So far as the
advertising of posts was concerned, employers' and
workers' organisations in his country, as well as the
Government, were regularly informed of vacancies.

As for possible resort to temporary appointments,
it should be remembered that an employee who
had served a probationary period and proved his
worth had a rightful claim to stable employment.
With regard to the composition of the Governing
Body, members of the Employers' and Workers'
groups were elected on the basis of their ability and
loyalty to the principles of the Organisation. Those
whose allegiance was to government or party did
not belong among the free employers. He concluded
by paying tribute to the I.L.O. staff for its loyal
services in the cause of social justice.

Mr. Messer, referring to the figures given in
Appendix D on the desirable number of posts per
nationality, considered that the basis on which these
had been arrived at, i.e. the scale of contributions
to the budget, did justice neither to the right of
developing countries to be adequately represented
on the staff, nor to the fact that the poorer countries
had qualified people who might be valuable to the
I.L.O. A more appropriate criterion should therefore
be found.

Mr. Slater concluded from the paper before the
Governing Body that the Director-General was
acting in accordance with the wishes expressed by
the Conference in 1962, and that he was continuing
to recruit staff in accordance with the principles
laid down in the Constitution and was endeavouring
to achieve fair geographical distribution in the
shortest possible time. He supported the observa­
ations made by Mr. Claussen and Mr. Aoki.

Paragraph 35 of the report mentioned the United
Kingdom as one of the countries whose contribution
to the I.L.O. budget exceeded 10 per cent.; since
its contribution was in fact less than 10 per cent.,
it followed that the United Kingdom qualified for
the 25 per cent. upward adjustment on which the
“desirable range of appointments” in Appendix D were based. This would mean that
the range of staff for the United Kingdom would
be 40 to 68, instead of 40 to 54.

Mr. Zaman pointed out that he had made a
formal proposal. Although it had not received
much support, he asked that it should be formally
disposed of. The Government of India intended to
move a resolution on the same subject at a future
session of the Conference. He wished to point out,
notwithstanding the views expressed by Mr. Claussen
and Mr. Aoki, that equitable geographical distribu­
tion was a recognised principle of the United Nations
and the specialised agencies.

The Chairman considered that the seventh item
on the agenda had been disposed of, note having
been taken of Mr. Zaman's observations.

The Governing Body took note of the report.

EIGHTH ITEM ON THE AGENDA

Report of the Working Party to Consider the Report
on the External Survey of the Organisation and
Structure of the Office

The Governing Body noted that the report on the
External Survey was not ready and that it would be
called upon to consider this item at its 157th Session.

NINTH ITEM ON THE AGENDA

Reports of the Committee on Freedom of Association

Mr. Goroshkin, recalling his Government's past
attitude towards the work of the Committee and
the request which it had made in the Governing
Body that the Committee's membership should be
broadened to include other countries and inter­
national trade union organisations, noted that the
Director-General had made no response to that
request. He would not participate in the discussion
on the reports of the Committee on Freedom of Association.
Sixty-ninth Report

Introduction.

The Governing Body took note of paragraphs 1 to 6 of the report.

Complaint Which the Committee Recommended Should Be Dismissed without Being Communicated to the Government Concerned.

The Governing Body adopted the recommendation in paragraph 10 (Case No. 324: Italy) of the report.

Cases Which the Committee Recommended Should Be Dismissed.

The Governing Body adopted the recommendations in paragraphs 26 (Case No. 280: France) and 50 (Case No. 302: Morocco) of the report.

Conclusions in the Case Relating to Peru (Case No. 285).

Mr. Letts informed the Governing Body that under Peruvian law the ratification of the Freedom of Association and Protection of the Right to Organise Convention, 1948, automatically entailed abolition of all contrary legal provisions, including section 49 of the Civil Service Regulations. From the factual point of view, there had been strikes of civil servants, and negotiations with the Government had taken place, as a result of which the unions had been recognised. He asked that the terms, if not the substance, of the recommendation might be altered in the light of this information, which the Committee had not had at its disposal.

The Chairman said that Mr. Letts's remarks would be recorded. It seemed difficult to alter the Committee's recommendations at this stage.

The Governing Body adopted the recommendation in paragraph 65 (Case No. 285: Peru) of the report.

Conclusions in the Cases Relating to Belgium (Case No. 281), Somalia (Case No. 307) and Greece (Case No. 309).

The Governing Body adopted the recommendations in paragraphs 84 (Case No. 281: Belgium), 109 (Case No. 307: Somalia) and 124 (Case No. 309: Greece) of the report.

Seventieth Report

Introduction.

The Governing Body took note of paragraphs 1 to 7 of the report.

Complaint Which the Committee Recommended Should Be Dismissed without Being Communicated to the Government Concerned.

The Governing Body adopted the recommendation in paragraph 12 (Case No. 330: Iraq) of the report.

Cases Which the Committee Recommended Should Be Dismissed.

The Governing Body adopted the recommendations in paragraphs 23 (Case No. 325: United Kingdom (Singapore)) and 30 (Case No. 326: Upper Volta) of the report.

Conclusions in the Cases Relating to Guinea (Case No. 214), United Kingdom (Southern Rhodesia) (Case No. 251), Cuba (Case No. 253) and Republic of South Africa (Cases Nos. 288 and 314).

Mr. Yllanes Ramos, referring to Cases Nos. 253 and 283, said that the Cuban Government's continued failure to co-operate with the Committee clearly indicated that there was still no freedom in Cuba and that the country remained subordinate to a foreign power.

The Governing Body adopted the recommendations in paragraphs 42 (Case No. 214: Guinea), 54 (Case No. 251: United Kingdom (Southern Rhodesia)), 73 (Case No. 253: Cuba), 85 (Case No. 288: Republic of South Africa) and 97 (Case No. 314: Republic of South Africa) of the report.

Conclusions in the Cases Relating to Japan (Case No. 179), United Kingdom (Singapore) (Case No. 194), Thailand (Case No. 202), Iraq (Case No. 260), Portugal (Case No. 266), Chile (Case No. 271), Cuba (Case No. 283), United Kingdom (Aden) (Case No. 291), United Kingdom (Case No. 292), Spain (Case No. 294), United Kingdom (Southern Rhodesia) (Case No. 298), Peru (Case No. 323) and Dahomey (Case No. 336).

The Governing Body adopted the recommendations in paragraphs 103 (Case No. 179: Japan), 124 (Case No. 194: United Kingdom (Singapore)), 133 (Case No. 202: Thailand), 144 (Case No. 260: Iraq), 174 (Case No. 266: Portugal), 208 (Case No. 271: Chile), 218 (Case No. 283: Cuba), 279 (Case No. 291: United Kingdom (Aden)), 284 (Case No. 292: United Kingdom), 326 (Case No. 294: Spain), 376 (Case No. 298: United Kingdom (Southern Rhodesia)), 387 (Case No. 323: Peru) and 397 (Case No. 336: Dahomey) of the report.

Seventy-first Report

The Governing Body adopted the recommendation in paragraph 2 of the report, and accordingly decided to hold over the 71st Report of the Committee for consideration at its 136th Session.

Tenth Item on the Agenda

Reports of the Financial and Administrative Committee

First Report

Financial, Budgetary and Administrative Questions


The Governing Body recommended the Conference to adopt the audited accounts for 1962.

Appointment of Auditors.

The Governing Body reappointed Mr. Uno Brunskog (Sweden) as Auditor and Mr. Stig Säfström (Sweden) as Deputy Auditor for a further period until 1 April 1965.

1963 Regular Budget Account as at 31 March 1963.

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

1 For the discussion of the Second Report see below, fourth sitting, pp. 29-30.

Proposed Additional Expenditure under Sub-Item 3.02 of the Budget (Temporary Assistance for Special Projects).

Mr. Collison, on behalf of the Workers' group, pointed out that the proposals before the Governing Body, which would involve abandoning the proposed study on tribal problems and postponing that on vocational training in forestry, amounted to reversing a prior decision, since both of these projects were included in the list of illustrative examples from which the Governing Body had agreed that the Director-General would select certain projects for implementation. This raised a question of principle, namely the right of the Financial and Administrative Committee to change programme proposals made by the Director-General and previous decisions of the Governing Body. The Workers were opposed to such a procedure. Both projects were important ones, particularly that on tribal populations, which had special relevance to the developing countries in Africa; and, while the Workers regretted that the original cost estimates had proved too low, they appreciated that there were valid reasons for requesting a further allocation in this case. The Director-General, moreover, had already made adjustments in the projects originally contemplated which would result in a considerable saving. The Workers' group felt strongly that the decision of the Financial and Administrative Committee should be reconsidered, specifically with respect to the study on tribal problems. They were prepared to accept the postponement of the study on vocational training in forestry until the 157th Session.

Mr. Bergenström expressed the Employers' dissatisfaction at the sort of programming which made it necessary to make a choice among projects, particularly as some were of considerable importance. The problem would not have arisen if the matter could have been considered at the 154th Session. The project on tribal populations, to which Mr. Collison had referred, was particularly important, as it largely concerned the African continent, which was receiving increasing attention. Speaking for himself, he could accept the suggestion that provision should be made for that project. The decision to postpone the study on vocational training in forestry could be maintained. That seemed a reasonable compromise. As he recalled it, the additional expenditure involved would be about $4,000.

The Chairman said that the exact amount was $4,710.

Mr. Borisov recalled that when the Governing Body had approved the budget proposals for 1964 it had been unable to make provision for a number of important projects which it would have liked to see implemented. A major limiting factor then had been the prospect that withdrawals from the Working Capital Fund totalling more than $1 million would have to be reimbursed through the 1965 budget. At the last session, such withdrawals in an amount of $350,000 had been authorised, with a further withdrawal of $250,000 in prospect. The Governing Body should display a sense of responsibility in authorising such withdrawals.

In allocating credits under sub-item 3.02 a certain flexibility was rightly maintained to enable the Office to implement the most important projects among those which it was contemplating. This, however, did not mean that provision should be made for implementing all such projects, and the Office should therefore keep within the limits of the amount provided under this sub-item. If additional projects had to be carried out, they should be financed in some other way, e.g. through savings under other items. He could not therefore endorse any proposals for additional expenditure which would have to be covered by the Working Capital Fund.

Mr. Collison said that the Director-General could not be asked to account at the budget session for all unforeseeable expenditure. Unless savings could be effected under some other budget item, it was clearly necessary to resort to some such machinery as the Working Capital Fund. He supported Mr. Bergenström's proposal, which was a reasonable compromise.

Mr. Bergenström supported Mr. Borisov's position on the question of principle involved.

Mr. Slater pointed out that the $45,000 credit approved under sub-item 3.02 of the 1963 budget was for the Director-General to draw upon as he saw fit within the limits of the amount provided. It was somewhat misleading to speak of a Governing Body decision in respect of the illustrative list of projects. The question was essentially a financial one, and should be determined primarily with reference to the existing budgetary provisions. The Director-General had evidently felt that a good deal more could be done under sub-item 3.02 in 1964 than in 1963, and indeed an amount of $125,000—almost three times as large as that for 1963—was provided in the 1964 budget. The majority of the Financial and Administrative Committee had felt that the project on tribal populations could be postponed until 1964, when it could be financed without any need to withdraw from the Working Capital Fund. He could not, for his part, accept Mr. Bergenström's proposal, which was not really a compromise at all.

Mr. Mainwaring could not accept the apparent implication of Mr. Collison's remarks that the Financial and Administrative Committee was overruling a Governing Body decision. The list of projects, as others had pointed out, was a purely illustrative one. He shared the views expressed concerning ill-considered withdrawals from the Working Capital Fund, which gave a poor impression of the I.L.O. He was surprised at Mr. Bergenström's proposal, which was at variance with the position he had taken in the Financial and Administrative Committee. Concerning the project on tribal populations, which might well be a valuable one, he urged the Director-General, while postponing the project until 1964, to make at least a start on it in 1963 by using the staff of the Office.

Mr. Collison well understood that the list of projects was an illustrative one; however, that illustrative list had been agreed in principle. Moreover, proposals had also been made in the Financial and Administrative Committee to abandon certain projects which had actually been decided upon by the Governing Body. This showed that concern
over the question of principle which he had raised was justified.

The representative of the Director-General (Mr. Riches, Treasurer and Financial Comptroller) pointed out, on the general issue involved in financing projects from the Working Capital Fund, that this was one of the few budgetary devices by which the Director-General could vary a programme to meet the requirements of decisions taken by the Governing Body after the budget was settled for a particular year.

Some projects were planned well in advance, but others were not. It would not have been possible to put forward at the 154th Session, as Mr. Bergenström had suggested, the proposals which had now been before the Financial and Administrative Committee, because some of them were not known at the time, nor was it known, in other cases, whether experts would be available to carry them out.

Mention had been made of the amount of $125,000 provided in the 1964 budget. However, this figure was not really comparable with the $45,000 provided for 1963. A comparable figure for 1964 would have been about $80,000.

However, the point at issue was simply whether the proposed provision of $13,720 should be increased by $4,770 in order to begin the study on tribal populations. The Director-General, for his part, still felt that it was important to do this as soon as possible.

The Chairman asked the Governing Body to vote on Mr. Bergenström's proposal.

By 29 votes to 5, with 1 abstention, the Governing Body adopted the proposal and accordingly decided that the additional expenditure envisaged in 1963 under sub-item 3.02 of the budget (Temporary assistance for special projects), estimated not to exceed $18,430, should be covered by means of a supplementary credit to be found by withdrawal from the Working Capital Fund, subject to reimbursement in accordance with the Financial Regulations through the budget of 1965.


Mr. Zaman asked that the Governing Body should be kept informed of the current status of negotiations in this matter.

The Governing Body decided that the expenditure to be incurred in 1963 for additional staff in connection with I.L.O. participation in the preparation of a report on the role of the United Nations in training national technical personnel for accelerated industrialisation of the developing countries, which was estimated at $25,300 and for which no provision existed under the appropriate item of the 1963 budget, should be financed by transfer of savings from other items or, should this prove impossible, by means of a withdrawal from the Working Capital Fund, subject to reimbursement in accordance with the Financial Regulations through the budget of 1965.

The Governing Body decided to add the following amounts to the proposed 1964 budget: sub-item 7.03 (Temporary assistance): $7,600; sub-item 7.08 (Per diem allowances for short-term staff): $3,400.

Increased Costs of Preparatory Technical Conference on Employment Policy.

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


The Governing Body decided that, if it should decide to convene a meeting of the Working Party to Consider the Report on the External Survey of the Organisation and Structure of the Office other than in conjunction with a session of the Governing Body, the cost of this meeting, estimated at $4,500, should be financed from savings within item 1-B, or by transfer from other items or, should this prove impossible, by means of a withdrawal from the Working Capital Fund, subject to reimbursement in accordance with the Financial Regulations through the budget of 1965.

Proposed Inter-American Vocational Training Research and Documentation Centre.

The Governing Body decided—

(a) to authorise the Director-General to establish an I.L.O. extra budgetary account, to be designated as "Inter-American Vocational Training Research and Documentation Centre Account"; and

(b) to maintain under sub-item 6.06 of the proposed budget for 1964 the $30,000 credit to cover the payment in 1964 of a cash contribution to the Centre, if being understood that the credit might be utilised for the Centre only after arrangements had been made to ensure the latter’s establishment and operation on a continuing basis, in accordance with agreements to be concluded with the governments and organisations concerned.

Career Trainee Programme.

Mr. Zaman expressed disappointment at the size of the programme, and would have liked it to be expanded much further in accordance with the wishes of the Conference.

The Governing Body endorsed the main proposals for change as set out in paragraph 113 of the report and requested the Director-General to make proposals in his 1965 budget estimates so as to give effect to them.

Twenty-eighth Report of the Administrative Committee on Co-ordination.

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

Authorisation to Accept a Gift to the Organisation (Not Involving Financial Liability).

The Governing Body, in accordance with article 13 (2) of the Financial Regulations, authorised the Director-General to accept on behalf of the Organisation the gift of an Auto-Tutor offered by U.S. Industries, Inc.

PENSIONS AND STAFF QUESTIONS

Statement by a Staff Representative.

The Governing Body took note of this section of the report.
The General Conference of the International Labour Organisation—

Decides that the contribution of the International Labour Organisation to the Pensions Fund for 1964 under article 7, paragraph (a), of the Staff Pensions Regulations shall be 14 per cent. of the pensionable emoluments of the members of the Fund;

Decides that, for the year 1964, the officials mentioned in article 4, paragraph (a) (i), of the I.L.O. Staff Pensions Regulations shall continue to pay an additional 1 per cent. of their pensionable emoluments (making a total of 7½ per cent.) and those mentioned in article 4, paragraph (a) (ii), an additional 2½ per cent. (making a total of 5½ per cent.) if their pensionable emoluments exceed the equivalent of Swiss francs 6,500 per annum, and an additional ½ per cent. (making a total of 5 ¼ per cent.) if their emoluments are the equivalent of Swiss francs 6,500 or less;

Resolves that, in continuation of the arrangement approved in previous years, the whole budgetary vote for 1964 in respect of the contributions of the Organisation to the I.L.O. Staff Pensions Fund should be paid to the Fund.

Report of the I.L.O. Staff Pension Committee (United Nations Joint Staff Pension Fund).

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

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

The Governing Body reappointed Colonel Terence Maxwell (United Kingdom), Mr. Alfred J. Schaefer (Switzerland) and Mr. Edouard Eller (United States) as members of the Investments Committee for a further period until 31 December 1964.

Tenth Report of the Board of Trustees of the Special Payments Fund.

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

STAFF QUESTIONS

Occupation of Posts and Temporary Appointments as at 1 April 1963.

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

Salary Scales of General Service Category Officials in Geneva.

The Governing Body decided that the additional cost in 1963 of the increases in General Service category salaries in Geneva on 1 March and 1 September 1963, estimated as shown in Annex A to the report at $343,051, should be financed from savings within the appropriate items of the budget, or by transfer from some other budgetary item, or, should this prove impossible, by means of a supplementary credit to be found by withdrawal from the Working Capital Fund, subject to reimbursement in accordance with the Financial Regulations through the budget of 1965.
nised by the Director-General at the last session of the Governing Body, when he had referred to the need for proposing a special procedure for the discussion of his Report; in this he had been supported by several speakers, and the idea of setting up an advisory group had also been supported. As a result, such a group had in fact been set up. He himself had been a member of it, and in the group he had had occasion to draw attention to several points to which his Government attached particular importance.

The first of these was that, since there were to be no resolutions, and since no one knew in what form proposals might be presented, a procedure should be laid down to enable members to put in proposals in any form and at any time, and for these proposals to be circulated to the Conference. Secondly, it would be necessary to determine what kind of organ might be set up, in so far as time would permit, to examine such proposals. Thirdly, since it was likely, in view of the widespread interest in the fate of the Organisation and the improvement of its workings, that the proposals submitted would be too numerous to be dealt with adequately at the 47th Session, the Conference should have the possibility of setting up an organ similar to a Conference committee which could make recommendations to the next session for the adoption of the proposals submitted or any other action thereon.

Unfortunately, he had received no positive response when he had raised these same points in the advisory group, and not even a compromise proposal had been forthcoming from the other members.

The question, however, remained as to where, how and to whom proposals could be submitted at the present session of the Conference if the routine procedure was maintained, and how delegates who did not take part in the discussion of the Director-General's Report could put in proposals at all. In other words, the whole question of procedure on discussion of the Director-General's Report and the follow-up of that discussion remained and was a most important problem.

Mr. Weaver, referring to the first of the three proposals just made by Mr. Borisov, said that the matter had been discussed at length by the advisory group, the overwhelming majority of which had considered that the existing procedure provided sufficient scope for any delegation to present any proposal in the course of the discussion on the Director-General's Report. Any such proposal would appear in the Conference record. It was neither necessary nor, in view of the additional workload involved, practicable, to make any other provision for the circulation of proposals.

Concerning Mr. Borisov's second suggestion, as to what organ could be set up to study the proposals submitted, it was the Selection Committee's responsibility to determine the order of business of the Conference, having regard to the workload of committees and of the Conference itself.

Finally, concerning Mr. Borisov's third point, namely that during the Conference proposals could not be adequately studied, and that a Conference committee ought therefore to be set up to work out proposals for the next session, it had been pointed out in the advisory group that delegates were appointed only for the duration of the Conference and that their mandate ceased thereafter. If, however, there was any need for a continuing body to study the proposals submitted, it would be very easy for the new Governing Body—which would be larger and more representative of the membership than ever before—to set up a committee or working party. This would be the orderly and constitutional way of approaching the problem.

He commended the Director-General for his efforts to find a procedure suited to the kind of discussion which the Conference would have this year. He hoped, however, that, in view of the advisory group's conclusions, which the Director-General had accepted, the question would not be reopened in the Selection Committee at the Conference, since a long procedural debate could only defeat the purpose which all had in mind, namely a discussion in depth of the fundamental problems dealt with in the Director-General's Report.

Mr. Borisov pointed out that, under the proposed arrangements, a delegate who did not intend to take part in the discussion, and was therefore not on the list of speakers, would be precluded from presenting a proposal.

Concerning the setting up of a special organ by the Conference, this had been the procedure followed at Philadelphia in similar circumstances, and he did not see why there should be any objection to such a procedure at present.

Mr. Zaman did not understand why it should be difficult to circulate proposals, having regard to the facilities which normally existed at the Conference for such purposes.

Mr. Weaver pointed out that the setting up of a Governing Body working party, as he had suggested, was a normal procedure in such circumstances; the Working Party on the Turin Centre was an example in point. The circulation of proposals in writing would result in the Conference being flooded with papers to which it would not have time to give proper attention. Under the existing procedure, anyone interested enough in presenting a proposal could do so during the discussion. As for the setting up of a special organ by the Conference, for which the Philadelphia precedent had been invoked, he did not think that the creation of extra-constitutional bodies should become a regular practice.

**ELEVENTH ITEM ON THE AGENDA**

*Report of the Allocations Committee*

*Assessment of the Contributions of New Member States of the International Labour Organisation.*

The Governing Body recommended that, upon certification by the Chairman of the Allocations Committee that the representatives of the Government of Algeria were in agreement with the proposed basis of assessment of the contribution of Algeria, the Conference should adopt the following resolution:

The General Conference of the International Labour Organisation—

*Decides that the financial contribution of Algeria to the budget of expenses of the International Labour Organisation for the financial years 1962, 1963 and 1964 respectively shall be assessed at the same percentage as that which will be determined at the forthcoming session of the United Nations General Assembly for the contribution of Algeria to the budget of the United Nations, except that if the United Nations assessment should be lower than 0.12 per cent. (the minimum rate in the I.L.O. scale of contributions), the contribution of Algeria shall be assessed at the minimum rate of 0.12 per cent. of the budget of the International Labour Organisation.*
Scale of Contributions to the Budget for the Financial Year 1964.

Mr. Bosch maintained the observation which he had made in the Committee concerning the scale of contributions, and reserved the right to raise the matter again at the Conference.

The Governing Body recommended to the Conference approval of the scale of assessment of contributions for 1964 as set out in the appendix to the report, subject to such adjustments as might be necessary following the assessment of new member States.

Procedure for the Possible Continuation of the Work of the Allocations Committee during the Conference.

The Governing Body authorised the Allocations Committee to continue its work, if necessary, after the meetings of the Governing Body on 1 June 1963 and to submit its reports direct to the Finance Committee of Government Representatives of the Conference.

Twelfth Item on the Agenda

Report of the Committee on Industrial Committees

I. Iron and Steel Committee: Invitations to Non-Governmental International Organisations for the Seventh Session.

The Governing Body authorised the Director-General to invite the Fédération internationale des cadres des industries métallurgiques to be represented by an observer at the Seventh Session of the Iron and Steel Committee.

II. Meetings of Industrial and Analogous Committees in 1965.

Mr. Zaman indicated that his Government would give strong support to the Director-General’s proposals regarding the future of Industrial Committees. When the Governing Body was called upon to make its final decision in November, he would express preference for the Petroleum Committee, the Tri-partite Technical Meeting on Mines Other than Coal Mines and the Plantations Committee.

Mr. Borisov urged that, in view of the importance of the petroleum industry and the large number of countries concerned, serious consideration should be given to holding a meeting of the Petroleum Committee in 1965 in preference to the Metal Trades Committee. As for tripartite technical meetings, preference should be given to the wood-working industry, which so far had received comparatively little attention.

Mr. Luján stressed the importance of the petroleum industry and the increasing size of its work force. He urged that consideration should be given to convening the Petroleum Committee, which had not met since 1960. If the meeting were held soon, his Government might consider offering host facilities.

Mr. Migone supported the views expressed on the urgency of holding a session of the Petroleum Committee.

Mr. Faupl drew attention to the position of the Worker members of the Committee as recorded in the report.

Mr. Tudor, for reasons stated by previous speakers, asked that priority should be given to a session of the Petroleum Committee for 1965.

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

III. Periodical Reports to the Committee on Industrial Committees on Action Taken by the Office to Give Effect to the Conclusions Adopted by Industrial and Analogous Committees and Recent Events and Developments in Industries Covered by Industrial and Analogous Committees.

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

The sitting closed at 12.45 p.m.

A. Parodi.
MINUTES OF THE FOURTH SITTING

(Saturday, 1 June 1963—3.15 p.m.)

The Governing Body was composed as follows:

Chairman: Mr. Parodi.

Mr. Ahmad, Mr. Aoki, Mr. Beermann, Mr. Bergeström, Mr. Bosch, Mr. Cheng, Mr. Claussen, Mr. Collison, Mr. de Boec, Mr. Dreyer, Mr. Faupl, Mr. Ghayour, Mr. Goroshkin (replaced during part of the sitting by Mr. Borisov), Mr. Grida, Mr. Hauck, Mr. Ionasco (replaced during part of the sitting by Mr. Tudor), Mr. Kaplansky, Mr. Lujiàn, Mr. Machado Neto, Mr. Mainwaring, Mr. Memi, Mr. Migone, Mr. Mishiro, Mr. Mochi-Onori, Mr. Monk, Mr. Mouri, Mr. Nettey, Mr. Nielsen, Mr. Pantos, Sir George Pollock, Mr. Sánchez Madariaga, Mr. Slater, Father Stokman, Mr. Tata, Mr. Waline, Mr. Weaver, Mr. Yllanes Ramos, Mr. Zaman.

Absent: Mr. Calamari.

THIRTEENTH ITEM ON THE AGENDA

Report of the International Organisations Committee

Mr. Yllanes Ramos considered that, in view of the special role which the United Nations recognised as devolving upon the I.L.O., it was necessary, as stated in paragraphs 4 and 5 of the report, to have available a detailed document setting out the gist of the discussions in the Administrative Committee on Co-ordination.

In his opinion, paragraphs 7 to 12 concerning the 35th Session of the Economic and Social Council did not sufficiently reflect the satisfaction with which the Committee had welcomed the remarks of the I.L.O. representative in the Commission on Human Rights concerning the Universal Declaration of Human Rights and the importance of implementing the principles defined in the Declaration.

He regretted that the report had not taken up his proposal that in the document to be prepared by the Director-General in connection with the celebration of the fifteenth anniversary of the Declaration mention should be made of all the relevant I.L.O. Conventions and Recommendations adopted since 1948, which represented multilateral undertakings which gave tangible substance to the provisions of articles XX, XXIII and XXIV of the Declaration.

Referring to paragraph 10, Mr. Zaman paid tribute to the way in which the I.L.O. representative at the Commission on Human Rights had drawn attention to the Conventions relating to human rights, pointing out incidentally that the majority of the countries represented had not ratified the more important ones.

Mr. Slater, replying to Mr. Yllanes Ramos in his capacity as Reporter of the Committee, thought it better that reports should be brief, provided that they contained the essential information. As for listing the Conventions relating to human rights, it was clearly implicit in paragraph 11 (b) that the intention was to give all necessary publicity to the action taken by the I.L.O. to implement the principles defined in the Declaration.

Mr. Kaplansky, speaking on behalf of the Worker members, also regretted that the report had not devoted sufficient space to the excellent statement made by the I.L.O. representative before the Commission on Human Rights. He also asked that, as part of the steps envisaged in paragraph 11 (b), the Office should prepare a pamphlet reviewing all the work which the Organisation had done in the field of human rights, so that the I.L.O. message might reach as wide an audience as possible among all those—employers, workers or government representatives—who were interested in human rights.

Mr. Faupl associated himself with those speakers who had emphasised the importance of securing the observance of human rights, which were of concern primarily to the workers. He wished to congratulate the I.L.O. representative on the statement he had made before the Commission on Human Rights.

Mr. Bosch, recalling that in his country human rights had the validity of constitutional law, associated himself with those speakers who had already paid tribute to the I.L.O. representative. Regarding paragraph 12, he regretted that the Committee had merely taken note of the information concerning the proposed United Nations Conference on Trade and Development. He felt that the I.L.O. could make an important contribution to the preparatory work for that Conference, and asked that the Committee should look into the matter at the earliest possible opportunity.

Mr. Borisov said that it was necessary, as he had pointed out before, that when resolutions adopted by the United Nations or organisations in the United Nations family on matters of interest to the I.L.O. were submitted to the International Organisations Committee, they should be accompanied by recommendations concerning action to be taken; in this connection he noted with satisfaction the passages in the report on resolution 940 (XXXV) of the Economic and Social Council. Furthermore, he strongly supported the opinion voiced by the previous speaker—which coincided with the views expressed in the discussion on the results of the Fifth Asian Regional Conference—that the I.L.O. should contribute to the work of the Conference on Trade and Development. He also drew attention to the need to establish an effective schedule for Governing Body meetings.

Mr. Tata recalled that in the discussion in the International Organisations Committee he had stated that the celebration of the fifteenth anniversary of the Universal Declaration of Human Rights should afford an opportunity of ascertaining to what extent the rights of employers and the rights of trade
unions had actually been won and to what extent the I.L.O. was seeing that those rights were respected within its own particular province.

He associated himself with the compliments paid to the I.L.O. representative on the remarkable words he had addressed to the Commission on Human Rights. In his opinion, however, the tripartite principle ought to find concrete expression before the Commission on Human Rights, for all too many people who had won their independence were having elementary freedoms denied to them. He accordingly asked the Director-General to have regard to the views expressed by Mr. Ylánés Ramos.

The Chairman observed that it was more difficult to obtain unanimity in the implementation than in the discussion of human rights.

Mr. Fennema joined in paying tribute to the I.L.O. representative for his statement, which exactly conveyed the feelings of all three groups. He pointed out that it was "the Netherlands Employers' member"—himself—and not "the Netherlands Government member", as was erroneously stated in paragraph 16 of the French text of the report, who had asked that the final report of the United Nations Special Representative on the Question of Hungary should be distributed to the International Organisations Committee. Members of the Committee had now received the document in question. Expressions of opinion in the United Nations on the Hungarian question were of interest to the I.L.O., where the credentials of the Hungarian delegation had been challenged for a number of years, and certain passages in the document, which he read, showed indeed that it was more difficult to reach unanimity in the application than in the discussion of human rights.

Mr. Borisov observed that the Secretary-General of the United Nations was shortly due to visit Hungary. It seemed that Mr. Fennema's statement on the subject could be regarded as his swan song; he himself would refrain from discussing the matter any further.

Mr. Möri thanked all the speakers, especially the two members of his group, who had spoken in defence of human rights. He also wished to congratulate the I.L.O. representative at the Commission. He welcomed the conclusions of the International Organisations Committee on this fundamental problem, which was of such vital interest to all three groups of the Governing Body, and to which it was a pity that more time could not be devoted.

Mr. Bergenström indicated that he shared the opinion of Mr. Fennema on the situation in Hungary and believed that he had been right to draw the Governing Body's attention to the report in which it was dealt with.

The Chairman said that note would be taken of the remarks of the various speakers, which reflected the position of the Governing Body on the report of the International Organisations Committee. He thanked the Reporter, Mr. Slater, and welcomed the tributes which had been paid to Mr. Jenks.

The Governing Body adopted the report of the International Organisations Committee and approved the recommendations in paragraphs 12 and 13 of the report.

FOURTEENTH ITEM ON THE AGENDA

Report of the Committee on Operational Programmes

In his capacity as Chairman of the Committee, Mr. Hauck said that Mr. Slater had told him that paragraph 34 of the report as drafted did not entirely correspond to his intentions and that the words "whatever the trade unions might feel on the matter" should be deleted.

He drew attention to a speech by Mr. Ghayour reported in paragraphs 45 to 47, which showed the importance that the Committee on Operational Programmes attached to the activities of the Administrative Committee on Co-ordination. The Committee unanimously expressed confidence that the Director-General or his representative on A.C.C. could be relied upon to continue to defend the interests of the I.L.O. before the other international organisations.

Mr. Ghayour, noting the growing importance of the Organisation's operational activities, said that the Committee on Operational Programmes, which had been set up in 1960, had now got into its stride thanks to the efforts of the Director-General, of Mr. Rens, of Mr. Shaheed and of other officials of the Committee, to the chairmanship of Mr. Hauck and to the sincere and constructive co-operation of all three groups.

Certain organs of the United Nations passed resolutions which were submitted to the Governing Body for information and which the Governing Body was unable to modify. However, by virtue of its tripartite structure, the I.L.O. occupied a special place in the United Nations family. In addition to the setting of social standards, which at the outset represented its main task, it was now devoting its energies to economic and social development; the I.L.O. must therefore appear before United Nations bodies with all the strength represented by the three groups in the Governing Body. He inquired what had become of the resolution on economic and technical assistance for the promotion of economic expansion and social progress in developing countries, adopted by the Conference at its 45th (1961) Session. The resident representatives, who were in a sense agents of the I.L.O. as well as representatives of the Technical Assistance Board, should be entrusted with more important duties. It was common knowledge that the greater part of the funds for I.L.O. technical assistance came from the United Nations via the Expanded Programme of Technical Assistance or the Special Fund. If the United Nations retained control over the use of the funds it allotted to the I.L.O., it was questionable whether the I.L.O. would be in a position to fulfil all its obligations. It was accordingly necessary to strengthen the position of the I.L.O.'s representatives to the United Nations and its various subsidiary bodies.

The Chairman thanked Mr. Hauck for the manner in which he had presided over the Committee on Operational Programmes.

Mr. Borisov, referring to the re-examination of criteria for labour and social assistance activities under the I.L.O. regular budget, indicated in relation to his speech reported in the Committee's report that he recognised the value of the criteria which provided for funds to be made available where a country had applied too late under the Expanded Programme of Technical Assistance or where there
had been a change of government since the adoption of that Programme, or again where a country had endeavoured to implement a project itself. In his opinion, however, the most important test was this: how could the I.L.O. ordinary budget be used effectively to meet those requests which were most likely to further the economic and social development of the receiving country?

In the case of workers' education, the main thing was to recognise the need to ascertain and utilise the experience acquired by trade unions operating under different economic and social systems. Everything indicated, however, that this principle of broad universality was not observed either in the material submitted to the Committee or in I.L.O. manuals, or again in the organisation of seminars and the choice of experts. He therefore asked the Director-General to take steps to remedy the situation.

Mr. Zaman remarked, as a member of the Ad Hoc Committee of Eight of the Economic and Social Council and the United Nations Technical Assistance and Advisory Committee, that the I.L.O. was perfectly able to make his voice heard in the discussions on technical assistance, and indeed did so very strongly and firmly. The apprehensions expressed by some members of the Governing Body in this connection could only give the impression of a lack of confidence in the Office.

In his opinion the Committee had been handicapped by insufficient documentation, but it would be able to operate much more usefully when the reports promised for the 157th Session were to hand.

On the subject of the Workers' Education Programme, the Government of India, which already possessed several centres and was thinking of establishing others, welcomed the proposal to set up an experimental centre in Africa and asked that the next centre should be located in India.

Mr. Collison believed that the debate in the Committee had been a fruitful one.

On the question of criteria, the Committee had kept the criteria already in force, on the understanding that any necessary changes could be made in future and that the Office, as was mentioned in paragraph 13 of the document, would give particulars of labour and social assistance projects in its evaluation reports on operational activities.

With regard to the Workers' Education Programme, the Workers' group, as was stated in paragraph 30, was glad to see what the Office had achieved in publishing and translating educational material into a number of languages. Apart from that, the Worker members, as trade unionists, wished to state clearly their position with regard to the relationship between the trade unions and workers' education: it was for the trade unions themselves to define their policies quite freely and without interference and to determine their educational programme, whereas the proper role of the I.L.O. was to give technical advice and information, provide training in methods and techniques of workers' education, and explain what it was doing, particularly in the field of standard-setting. Its duty was to give assistance to the trade unions in the form in which they wanted it, but not to impose anything upon them.

Lastly, he recalled that it had been agreed that a document giving information on the proposed centre for Africa and taking the Workers' viewpoints into account would be prepared by the Office for submission to the Committee.

Mr. Ghayour expressed the opinion that Mr. Zaman had spoken in defence of the Ad Hoc Committee rather than of the I.L.O. In point of fact the I.L.O. representative there and at the Economic and Social Council ought to be in a privileged position by comparison with the representatives of other organisations, and his views on tasks devolving on the I.L.O. should be given fullest consideration. It was therefore not to criticise but to strengthen the position of the I.L.O. representative that he had made his observations.

Mr. Ionasco expressed agreement with the criteria laid down for technical assistance and considered that, in addition to information on the principles governing the allocation of priorities, the Office should submit a periodical analysis of the Organisation's activity in the field of technical assistance.

In his opinion the Workers' Education Programme was an activity whose lopsided nature was apparent not only in the number of projects but also in the fact that only one wing of the trade union movement was represented at the majority of the seminars organised by the Office. There was also a lack of geographical balance in Office publications and in the articles published in the International Labour Review. The Office should therefore take stock of the situation and take definite action to redress it.

Mr. Ahmad wholeheartedly supported Mr. Collison's remarks on workers' education and was glad to note that Mr. Ghayour had indicated that the employers would not interfere in that programme. Unfortunately, however, some governments were evincing particular interest in the matter, and so long as many governments in developing countries did not permit trade union organisation, in defiance of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), it would be dangerous for the I.L.O. to afford assistance to them in matters of workers' education. The I.L.O. could organise seminars on methods and techniques of workers' education and on methods of training instructors; it should not try to go into detail or to establish regional centres at this stage. He was persuaded that the I.L.O. would do nothing of the sort, and that this would be left to the national and international workers' organisations, which were best qualified to know what type of workers' education should be imparted.

The developing countries ought to confine themselves to respecting international labour Conventions and to ratifying Convention No. 87, the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), and other Conventions on related topics. In India there was an International Confederation of Free Trade Unions college attended by students from all over Asia; in his opinion colleges of that kind were the best institutions for providing workers' education, and the I.L.O. should not assist governments to establish colleges anywhere.

The Governing Body took note of the information in paragraph 25 of the report and adopted the report of the Committee on Operational Programmes as a whole.

FIFTEENTH ITEM ON THE AGENDA

Composition of Committees and of Various Meetings

Mr. Mōri, observing that his remarks applied to all meetings of experts, asked that the Workers'
group and also the Employers' group should not be forgotten in the composition of meetings. He further considered that international organisations having consultative status should be authorised to take part in such meetings if they so requested.

Mr. Waline endorsed Mr. Mōri's remarks regarding the selection of experts from employers' and workers' circles, with particular reference to the Meeting of Experts on Automation. There would presumably be industrialists and trade unionists among the 18 persons to be chosen by the Director-General, but since the countries from which the experts would be taken were already indicated, the Employers' and Workers' possibilities of nominating qualified experts were thereby unduly limited.

The Chairman said that note would be taken of these remarks.

Proposals for a Technical Meeting concerning Certain Aspects of Labour-Management Relations within Undertakings.

The Governing Body adopted the proposals in paragraph 9 of the Office document.

Proposals for a Meeting of the Actuarial Subcommittee of the Committee of Social Security Experts.

The Governing Body adopted the proposals in paragraph 19 of the Office document.

Proposals concerning a Meeting of Experts on Automation.

Noting that the list of countries proposed in paragraph 24 of the Office document did not include any of the developing countries, Mr. Zaman said that the impact of automation on employment had two very important aspects, according as it occurred in countries suffering from a shortage of labour— and most of the countries in the list would fall into that category—or in countries like India, which had a labour surplus. He therefore hoped that the two countries still to be chosen would be selected from the developing countries, where automation might have serious effects on the employment situation.

Mr. Fennema suggested that subparagraph (a) (i) of paragraph 22 dealing with the agenda should be modified to read "the effects on employment, occupations and working and living conditions." The addition of a reference to living conditions would show that different countries were in different circumstances, and would also enable the experts to consider any favourable consequences of automation.

It was so decided.

Subject to this amendment the Governing Body adopted the proposals in paragraph 29 of the Office document.

Proposals concerning a Meeting of Experts on Measurement of Underemployment.

Mr. Slater, without casting aspersions on the high level of the documents submitted to the Governing Body, wondered whether they could not sometimes be more simply worded. Moreover, since the United Kingdom would not be represented at the meeting, the Director-General might take into consideration the different definitions of certain concepts such as "underemployment" in the United Kingdom and in the United States.

Mr. Borha, referring to paragraph 35 on the composition of the meeting, said that in the United Arab Republic, from which one of the experts would be taken, agricultural conditions were not the same as in other parts of Africa. Moreover, while statistics had perhaps not made the same progress in Africa as in other developed countries, Africa was beset by the problems of underemployment in agriculture. Would it not be possible to include a country from East or West Africa in the list?

The Chairman said that the Director-General would consider the possibility of taking these matters into account.

The Governing Body adopted the proposals in paragraph 38 of the Office document.

Proposals for a Meeting of Experts on the Maximum Permissible Weight to Be Carried by One Worker.

Referring to paragraphs 45 and 46 concerning the desirable qualifications for Employer and Worker experts, Mr. Waline asked what familiarity with labour relations had to do with familiarity with the preparation and packing of goods or familiarity with the handling of loads, as the case might be.

Mr. Faupl was also puzzled as to the implications of the words "labour relations", which might give rise to misunderstanding and might better be deleted.

Mr. Slater proposed that in paragraph 41 concerning the agenda, the important factor of the nature of the load to be carried (shape, size, composition, etc.) should be mentioned under the second item.

Mr. Collison, referring to the fourth item on the agenda, agreed that if a worker was trained and knew how to lift a load in the proper way he could handle a much greater weight. Although it was desirable to consider the problem of training in the lifting of loads, however, it was important that the maximum permissible weight should be kept at a sufficiently low level to remain within the powers of an untrained worker. Many workers without training would be liable to injure themselves if the maximum weight was too high.

The representative of the Director-General (Mr. Valden-Thomson, Assistant Director-General) said in answer to Mr. Waline and Mr. Faupl that it was felt that the problem under consideration could not be dealt with completely without consideration of the employer-employee relationship. Nevertheless, there would be no objection to the deletion of the words "labour relations" and "relations with employer" in the paragraphs in question.

With regard to Mr. Slater's point, which of course would be noted, it seemed that the question of the nature of loads was already covered by the third item of paragraph 41, concerning the criteria to be applied in fixing the maximum permissible weight to be carried by one worker.

It was difficult to meet preoccupations of the kind voiced by Mr. Collison in a paper like that now before the Governing Body, but the experts would clearly have to take them into consideration.
The Chairman said that the remarks made by Mr. Slater and Mr. Collison would be taken into account, and proposed the deletion in paragraph 45 of the words "and labour relations on the other", and in paragraph 46 of the words "and to relations with employers".

It was so decided.

Subject to this amendment the Governing Body adopted the proposals in paragraphs 42 and 49 of the Office document.

Proposals concerning the Convening of a Meeting of Experts on Safety and Health in Agriculture.

Mr. Bergenström thought that it would be wiser to drop the word "final" in item 1 of paragraph 56 relating to the preparation of the text of the code of practice on safety and health in agriculture.

It was so decided.

Subject to this amendment the Governing Body adopted the proposals in paragraph 65 of the Office document.


The Governing Body adopted the proposals in paragraph 68 of the Office document.

Membership of Panels of Consultants.

Panel of Consultants on Co-operation.

The Governing Body adopted the proposals in paragraph 70 of the Office document and accordingly appointed the following consultant to replace Mr. M. Mukhi during the unexpired portion of his term of appointment, i.e. until June 1966:

Mr. V. I. Khorin (U.S.S.R.), Vice-Chairman of Tsentrosoyus (Central Co-operative Organisation of the U.S.S.R.).

Panel of Consultants on Indigenous and Tribal Populations.

The Governing Body adopted the proposal in paragraph 71 of the Office document and accordingly appointed the following consultant to replace Mr. B. Gardanov during the unexpired portion of his term, i.e. until June 1965:

Mr. T. Jumagazin, Assistant Director, Institute of Law and Philosophy, Academy of Sciences of the Kazakh Soviet Socialist Republic.

Panel of Consultants on the Problems of Women Workers.

The Governing Body adopted the proposals in paragraph 74 of the Office document.

Supplementary Note

Membership of the Panel of Consultants on the Problems of Women Workers.

The Governing Body adopted the proposals in paragraph 2 of the supplementary note.

Mr. Cohen said that, after attending several lectures organised by the Institute in 1962, he wondered whether the objectivity appropriate to such an institution was being sufficiently respected. He complained that he and a Hungarian colleague had felt obliged to leave the room in protest during a lecture by Mr. Bavin, General Secretary of the International Federation of Plantation, Agricultural and Allied Workers which, in his opinion, was far from up to the required standard and was only a violent attack against communism. That was in contradiction with the objectives of the Organisation, and it was preferable that nationals of each country and exponents of each system should give an analytic and objective statement of their views without attacking other countries and other systems.

Mr. Borisov said that the time had come to inquire to what extent the Institute had accomplished the task unanimously allotted to it of enabling representatives of developing countries to familiarise themselves with various types of experience available in the world for the purpose of solving economic and social problems. The example quoted by Mr. Cohen was possibly an isolated case, but there was another point: at the Institute's first study course, out of 59 lecturers who had given 65 lectures, 31 were officials of the I.L.O., 19 had come from four countries—the United States, France, the United Kingdom and Switzerland—and only three had been invited from Poland, the U.S.S.R. and Yugoslavia. If the Institute were to fulfil its purpose efficiently and enjoy firm support, this state of affairs should be remedied; in the forthcoming study courses not only experts from Western Europe and the United States, but also specialists representing other economic and social systems should be given an opportunity to impart their experience, confining themselves to a description of principles and methods, of problems encountered and the steps taken to solve them, and the results obtained.

Mr. Bergenström said that the study courses of the Institute should be and remain divorced from political considerations. The speaker complained of had probably restored some equilibrium in the debate, for he himself had read a lecture given by a Russian professor who had attacked capitalism and denounced all the evils attaching to that system in his eyes.

Mr. Faupl observed that the same participants in the study courses who had walked out on one lecturer in protest had decided to boycott outright his own lecture on the structure of the trade union movement in the United States, not even hearing what he had to say.

The Chairman suggested that it was both economical and sound to draw heavily on members of the Office staff, who were constantly giving able consideration to social questions.

The Governing Body decided to endorse the programme for 1964 as drawn up by the Board of the Institute.

SEVENTEENTH ITEM ON THE AGENDA
Report of the Director-General

I. Obituary: Professor Luigi Carozzi; Mr. Maximilian Sauerborn.

Mr. Waline said that the Employer members cherished an excellent memory of Mr. Sauerborn, whose passing was a great loss for the Federal Republic of Germany. He also paid tribute to the memory of Professor Carozzi, who had rendered great services to the Office.

Mr. Mori, on behalf of the Workers' group, associated himself with the tributes paid to the memory of Professor Carozzi, whose ability and devotion to duty he had appreciated, and to Mr. Sauerborn, an excellent colleague and friend. He also expressed the Governing Body's regret at the death of Mr. Hassan Askari, a promising official of the I.L.O. who had been killed in an aircraft accident when returning from a mission.

Mr. Claussen, in the name of the Government of the Federal Republic of Germany, expressed gratitude to all those who had spoken in memory of Mr. Sauerborn.

Mr. Grida, on behalf of the Italian Government, thanked those speakers who had paid tribute to the memory of Professor Carozzi.

The Governing Body requested the Director-General to convey its sympathy to the families of the deceased and, in the case of Mr. Sauerborn, to the Government of the Federal Republic of Germany.

II. Composition of the Organisation.

III. Progress of International Labour Legislation.

IV. Internal Administration.

V. Publications.

The Governing Body took note of these parts of the Report of the Director-General.

First Supplementary Report

PROPOSALS CONCERNING THE AMENDMENT OF ARTICLE 35 OF THE CONSTITUTION OF THE INTERNATIONAL LABOUR ORGANISATION

The Chairman recalled that at the 154th Session consideration of this item had been deferred to the present session.

Mr. Mori said that the Workers' group unanimously endorsed the proposals in paragraph 27 of the Office document, which represented the best way of dealing with the problem. It was, however, obvious that it would be for the incoming Governing Body to appoint the members of the small committee.

Mr. Goroshkin accepted the proposals in paragraph 27, but considered that the small committee should not be bound by preliminary documentation such as that before the Governing Body, because although certain expressions had been changed in the draft amendment to article 35, the substance remained the same. The committee should above all be guided by the resolution concerning the activities of the International Labour Organisation to contribute to the eradication of the adverse consequences of colonialism in the fields of the conditions of work and standards of living of the workers adopted by the Conference at its 46th (1962) Session, and that it should be conscious of the need to remove the "colonial clause", which was unacceptable in present circumstances.

The Chairman made it clear that the small committee would deliberate freely, taking the document now before the Governing Body as its starting point.

Mr. Tudor supported the proposal to set up the small committee and hoped that the question of an amendment to the Constitution would be placed on the agenda of the 48th (1964) Session of the Conference. On the substantive question he regretted to note that the draft revised text was imbued with the same colonial spirit as the present article 35, which was at variance with resolution 1514 (XV) of the General Assembly of the United Nations. Members of the small committee should make it their business to eliminate from the Constitution any language which appeared to countenance colonialism.

Mr. Michev said that this was not the first time that the question had arisen of revising article 35, a legal provision in flagrant contradiction with the struggle against colonialism and the humanitarian objectives of the I.L.O.; however, it had become a very topical issue since the entry of former colonial territories into the Organisation. In his opinion the Office document was not sufficiently opposed to the spirit of that article, which could hardly be said to serve any useful purpose when it was remembered that in certain non-metropolitan territories such as Angola and Mozambique the application of a Convention depended on the whim of the mother country.

Mr. Waline pointed out that there was no call to discuss the merits of the question at the present stage. The Employer members accepted the proposals in paragraph 27 on the understanding that, as Mr. Mori had said, the members of the small committee would be appointed by the Governing Body which was shortly to be elected.

Mr. Slater said that the groups would need to know the number of members to be appointed to the small committee and proposed that it should be three or perhaps four members from each of the three groups.

The Governing Body adopted the proposals in paragraph 27 of the first supplementary report.

Second Supplementary Report

REPLIES FROM I.L.O. MEMBER STATES TO THE REQUEST FOR OPINIONS AND PROPOSALS CONCERNING THE I.L.O. CONTRIBUTION TO THE UNITED NATIONS DEVELOPMENT DECADE

Mr. Mori stated that the Workers' group supported the conclusions in paragraph 16 of the report.

The Governing Body took note of the second supplementary report.
Mr. Waline said that, according to information received by the Employers' group, the organisations in receipt of the Centre's documentation were generally very satisfied with the work it was doing. It might, however, be better to reduce the number of index cards, the filing of which was sometimes a laborious task, rather than increase it.

Mr. Collison said that he was persuaded of the usefulness of the services rendered by the Centre. He noted, however, that as of 30 September 1962 the surplus of income over expenditure was $7,620 instead of the estimated $14,837, and wondered in particular why 19 per cent. of the 1961 subscriptions were not renewed in 1962. Some subscribers would prefer a less elaborate system making for easier filing than the present card index system. He therefore heartily concurred with the proposal to replace the index cards by a bulletin, which should be issued as soon as possible. He also expressed the hope that all the organisations that had contributed to the C.I.S., either by making grants or by taking out subscriptions, would continue to give it their support.

Mr. Mochi-Onori said that the C.I.S. card index service, which was provided in Italy through the Italian Accident Prevention Institute (E.N.P.I.), was a great success in that country, where E.N.P.I. granted reductions to certain undertakings. It was desirable that the cards should arrive more promptly and should be better written, but on the whole this work of international documentation should be pursued and expanded, inter alia by means of bibliographies on special subjects.

Mr. Fennema expressed astonishment that at the last session of the Metal Trades Committee the Centre was not referred to in the conclusions of the Committee and was not even mentioned in the report on safety in shipbuilding and ship repairing. By making full use of the services of the Centre, more headway might be made in safety than by means of a Convention or Recommendation, or even a code of practice; the Centre ought to play a leading role throughout the world. It was important that it should be publicised as much as possible at all meetings having a bearing on safety. For instance, a representative of the Centre should attend the forthcoming meeting of the Committee of Experts on Safety and Health in Agriculture. The Governing Body should be kept regularly informed of the activities of the Centre, and it would be useful for the Governing Body to have before it at its November Session the conclusions of the meeting of national centres affiliated to the C.I.S. which would take place in July.

The Governing Body took note of the third supplementary report.

Fourth Supplementary Report


The Governing Body took note of the fourth supplementary report.

Fifth Supplementary Report

FIFTH PROGRESS REPORT ON ACTION TAKEN AS REGARDS THE DISCRIMINATION (EMPLOYMENT AND OCCUPATION) CONVENTION, 1958

The Governing Body took note of the fifth supplementary report.

Sixth Supplementary Report

INTERPRETATION OF DECISIONS OF THE INTERNATIONAL LABOUR CONFERENCE

The Governing Body took note of the sixth supplementary report.

Seventh Supplementary Report

TENTH SUPPLEMENTARY REPORT

Instruments for the Amendment of the Constitution of the International Labour Organisation, 1962

The Governing Body took note of the seventh and tenth supplementary reports.

Eighth Supplementary Report

REPORT OF THE OFFICERS OF THE GOVERNING BODY

Requests by Non-Governmental International Organisations to be Represented by Observers at the 47th Session of the International Labour Conference.

The Governing Body adopted the recommendation in paragraph 3 of the report.

Representation of a Non-Governmental International Organisation at the Latin American Regional Technical Meeting on Co-operatives.

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

Ninth Supplementary Report

REPORT OF THE SPECIAL TRIPARTITE CONFERENCE CONCERNING RHINE BOATMEN ON ITS THIRD SESSION

Mr. Waline asked that consideration of this document, which had been distributed only shortly before, be deferred until the session immediately following the Conference.

The Governing Body adjourned consideration of the ninth supplementary report until its next session.

TENTH ITEM ON THE AGENDA

Reports of the Financial and Administrative Committee (concl.)

Second Report

INTERNATIONAL VOCATIONAL TRAINING INFORMATION AND RESEARCH CENTRE.

Review of Grading of General Service Category Staff.

Mr. Borisov, referring to the International Vocational Training Information and Research Centre, recalled that his Government had been consistently opposed to the relationship which had been entered

1 For the discussion of the First Report see above, third sitting, pp. 17-20.
into in connection with the Centre and through which the I.L.O. was liable to find itself subordinated to the decisions of regional bodies such as the Council of Europe. He considered, however, that pursuant to the agreement made with that body it was the Council of Europe that should find the necessary additional funds to ensure the operation of the Centre until the end of 1963. He could therefore not accept the recommendation in paragraph 57. He added that, on the other hand, the U.S.S.R. Government had taken a favourable attitude regarding the future of the Centre and its transformation into a truly international vocational training centre, a question which had unfortunately been postponed.

He was not in a position to express an opinion on the review of grading in the General Service category staff, since the document on this question and its financial implications had been distributed to him too late to enable him to consult the financial authorities of his country.

Mr. Zaman drew attention to the remarks he had made on the subject of the International Vocational Training Information and Research Centre, which were reflected in the report.

Mr. Ionasco expressed reservations as to paragraphs 57, 99 and 104 of the report.

Subject to the reservations made by the Government representatives of the U.S.S.R. and Rumania, the Governing Body, in order to enable the International Vocational Training Information and Research Centre to maintain activities at the present cost level during the transitional period up to 31 December 1963, approved the payment to the extra-budgetary account of the Centre of a cash contribution to be limited to the amount required to cover the actual 1963 expenditure in excess of income, but not to exceed $74,000, such payment to be charged to item 21 (Unforeseen Expenditure) in the 1963 budget and to be financed by means of a withdrawal from the Working Capital Fund, subject to reimbursement in accordance with the Financial Regulations through the budget of 1965.

Subject to the reservations made by the Government representatives of the U.S.S.R. and Rumania, the Governing Body decided to amend the proposed 1964 budget so as to provide for the proposed regradings as listed in Annexes A and B to the Second Report and for the addition of $32,884 to the estimates under the relevant sub-items as indicated in Annex D to that report.

Subject to the reservations made by the Government representatives of the U.S.S.R. and Rumania, the Governing Body decided to add to the proposed 1964 budget provision for one post of Principal Member of Division, together with financial provision therefor in the amount of $8,930.

Revised Schedule of Established Posts.

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

The session was declared closed at 5.55 p.m.

A. Parodi.
APPENDICES

APPENDIX I

Agenda

1. Approval of the minutes of the 154th Session.
10. Reports of the Financial and Administrative Committee.
15. Composition and agenda of committees and of various meetings.

Appendices II to XVII reproduce the documents submitted to the Governing Body on the above agenda items.
APPENDIX II

Second Item on the Agenda: Agenda of the 49th (1965) Session of the International Labour Conference

1. The Governing Body is required at the present session to give preliminary consideration to the agenda of the 49th (1965) Session of the Conference. The Standing Orders provide that the Governing Body shall normally consider the agenda for each session of the Conference at two successive sessions before taking a decision on the inclusion of any item. The Standing Orders also require that the reports on the items shall reach governments not less than 12 months before the opening of the session of the Conference at which they are to be discussed, and provide that, to allow for the necessary time to prepare and despatch the reports, the final decision to place a question on the agenda will normally be taken 18 months before the session of the Conference. For these reasons the Governing Body is now invited to decide the questions on which it wishes to have more detailed proposals or law and practice reports for its 157th Session (November 1963) so that it may then take a final decision on the 1965 agenda.

2. The Conference at its 49th (1965) Session will necessarily have before it the following items:
   - Report of the Director-General.
   - Financial and budgetary questions.
   - Information and reports on the application of Conventions and Recommendations.

3. The following items are likely to be carried forward for second discussion from the 48th (1964) Session:
   - Employment of young persons in underground work in mines of all kinds.
   - Women workers in a changing world.

The latter subject is on the agenda of the 48th (1964) Session for general discussion, but when so placing it on the agenda at its 153rd Session (November 1962) the Governing Body had in mind that this general discussion could be regarded as the first discussion for the purposes of the eventual adoption of an instrument dealing with certain aspects of the employment of women with family responsibilities. It would be normal, therefore, for the 150th Session of the Conference to decide, by resolution, to place this matter on the agenda of the 1965 Session for second discussion.

4. The subject of agrarian reform might also figure on the agenda of the 1965 Session. The present position is that the Governing Body, at its 153rd Session, authorised the convocation, in January 1964, of a technical advisory group to make recommendations for its consideration on the manner in which the subject can be examined by the Conference, if possible in 1965, and on the specific aspects of the question that can be discussed. In doing so the Governing Body had in mind that, when proceeding at its 157th Session to decide on the agenda for the 1965 Session of the Conference, it could reserve the possibility of adding to the agenda the question of agrarian reform when the report of the technical advisory group was before it, probably at its following session in March 1964.

5. In suggesting subjects on which the Governing Body might wish to call for law and practice reports or more detailed proposals preparatory to determining the 1965 agenda, the Director-General has borne in mind the views expressed in support of certain possible items in the Governing Body and the Conference, the needs of the developing countries, the desirability of maintaining a balanced progression of international labour standards and of pursuing action in certain spheres of policy to which the I.L.O. has given special emphasis in recent years, and ripeness for Conference discussion in the light of previous preparatory work.

6. The following subjects are accordingly suggested for the consideration of the Governing Body in deciding at this session the questions on which it wishes to have more detailed proposals or law and practice reports submitted to it at its 157th Session:
   - (a) social consequences of technological progress at the level of the undertaking;
   - (b) revision of Conventions Nos. 35, 36, 37, 38, 39 and 40 concerning invalidity, old-age and survivors' pensions;
   - (c) the role of co-operatives in the economic and social development of developing countries;
   - (d) accommodation on board fishing vessels;
   - (e) maximum permissible weight to be carried by one worker.

Social Consequences of Technological Progress at the Level of the Undertaking

7. The question of the social consequences of technological progress was debated at the 49th Session of the Conference (1957) on the basis of the Director-General's Report. Following that debate, the Governing Body in 1958 considered the convening of a technical meeting on the social implications of technological change, but, after a further review of the question, the Director-General came to the conclusion that the Office was not yet ready to make satisfactory preparations for a discussion of this subject with a view to the adoption of firm conclusions.

8. In his reply to the general discussion at the 46th Session of the Conference (June 1962), the Director-General expressed the view that the rapid spread of automation in the past five years had made necessary a concerted effort to improve the instruments at the disposal of governments, employers and trade unions for dealing with the impact of technological change upon the labour force. He felt that the time had come for the I.L.O. to take a new initiative in this field. Accordingly, he had included in the budget proposals for 1964 provision for a meeting of experts on automation and for certain research activities and publications dealing with the problems of technological change, as the beginning of a more intensive programme in this field. The members of the Governing Body will recall that these proposals were adopted at its 154th Session.

9. Since the general debate on this subject in 1957 the Conference itself has had occasion to review certain aspects of the social consequences of technological progress in adopting the Vocational Training Recommendation, 1962, and in discussions concerning the reduction of hours of work and termination of employment.
10. Thus, the Reduction of Hours of Work Recommendation, 1962, urges that, in considering measures for the reduction of hours of work, account should be taken of "the progress achieved and which it is possible to achieve in raising productivity by the application of modern technology, automation and management techniques" (Paragraph 7 (b)).

11. The Vocational Training Recommendation, 1962, provides that "The training curriculum for each occupation should be worked out on the basis of a systematic analysis of the work, skills, knowledge, and health and safety factors involved in that occupation, due account being taken of developments and foreseeable changes therein" (paragraph 18 (1)) and that "Curricula and training plans should be so drawn up as to facilitate the future adaptability of the trainee within the general framework of the occupation concerned" (Paragraph 18 (1)).

12. In the draft instrument on termination of employment which will come before the Conference for second discussion in 1963, Part III deals with steps to be taken when a reduction of the workforce is envisaged, with particular reference to prior consultation with workers' representatives concerning measures to avoid reduction and to minimise its effect on workers; notification of the public authorities in cases of important reductions of the workforce; criteria for the selection of workers whose employment is to be terminated; priority of re-engagement of such workers; and utilisation of national employment agencies in order to assist workers in finding alternative employment.

13. The effect of technological change on employment generally was one of the elements discussed in a study entitled Unemployment and Structural Change published by the I.L.O. in 1962. This aspect will also be considered by the Preparatory Technical Conference on Employment Policy, to be held in September 1963 with a view to preparing an instrument on general employment policy to be submitted to the 48th Session of the International Labour Conference (1964) under the single-discussion procedure. This instrument would be concerned mainly with action to be taken at the level of a national economy with a view to preventing unemployment, however caused.

14. In a resolution concerning holidays with pay adopted at its 45th (1961) Session the Conference also drew attention to another possible social consequence of technological progress and the need to take the necessary remedial action. In this resolution the Conference recognised the positive effects on national economies and levels of living of improvements in technology and increases in productivity, but expressed its concern that such progress should not entail harmful consequences for the health of some workers as a result of the increased pace and rhythm of work and the consequent greater risk of nervous and physical disorders and diseases due to mental and physical fatigue. One way of eliminating such adverse consequences might be to grant the workers longer annual holidays with pay for the purpose of rest, recreation and cultural development. The Conference has accordingly requested the Governing Body to consider the desirability of revising the Holidays with Pay Convention, 1936, with a view to ensuring a longer period of paid annual leave, and, if required, place this subject on the agenda of an early session of the Conference.

15. In the meantime, other meetings of the Organisation, particularly some Industrial Committee meetings, have considered related items from the viewpoint both of the advanced countries and of countries in the process of industrialisation. As early as 1949 the Iron and Steel Committee adopted conclusions on technological improvements in the iron and steel industry and their effects on employment, and in 1957 it examined conditions of work and social problems in the iron and steel industry of countries in the course of industrialisation. At its 39th (1958) Session the Conference adopted a resolution concerning automation in which it requested the Governing Body to continue to include the question of the labour and social implications of automation and other technological developments in the agenda of future sessions of the Industrial Committees. The following discussions have since taken place, in each case on the basis of a report prepared by the Office and resulting in the adoption of conclusions by the conference concerned:

Metal Trades Committee, Sixth Session, 1957: Automation in the metal trades.
Advisory Committee on Salaried Employees and Professional Workers, Fifth Session, 1959: Effects of mechanisation and automation in offices.
Inland Transport Committee, Seventh Session, 1961: Social consequences of changing methods and techniques in railways and road transport.
Metal Trades Committee, Seventh Session, 1962: The acceleration of technical progress and its influence on the effective utilisation of manpower and the improvement of workers' income.
Tripartite Technical Meeting for the Printing and Allied Trades, 1962: The development of the printing and allied trades and the problems arising from this development; and special problems in the printing and allied trades in developing countries and the adaptation of the national labour force to the use of imported machinery and equipment.

16. In the near future problems of the same kind will be studied by other Industrial Committees, as follows:

Textiles Committee, Seventh Session, May 1963: Problems of apprenticeship, vocational training and retraining in the textile industry, it being understood that this item will be dealt with in the context of the new needs of the industry and the training of workers for new jobs, taking into account the progress achieved in methods of work and technology.
Iron and Steel Committee, Seventh Session, August-September 1963: Technological developments and their influence on the structure of remuneration, organisation of work, and safety in iron and steel plants.
Tripartite Technical Meeting for the Food Products and Drink Industries, December 1963: The social consequences of technological developments in principal branches of the food products and drink industries.
Coal Mines Committee, Eighth Session, 1964: Technological improvements and their impact on social conditions, including hours of work, in the coal mining industry.
Building, Civil Engineering and Public Works Committee, Seventh Session, 1964: Technological changes in the construction industry and their socio-economic consequences.

17. Thus, by the beginning of 1965, the social implications of recent technological progress will have been examined from the viewpoint of a number of industries. These studies, conducted at an industry level, but with particular consideration of the problems faced by indi-

3 Studies and Reports, New Series, No. 65.
vidual undertakings, have already shown, and will probably continue to show, that a number of the social consequences of technological change appear in similar terms in undertakings in a wide range of industries and call for action to mitigate those consequences of technical progress that are unfavourable to the workers. Although such action may vary in practical detail from one undertaking or industry to another, it follows a similar pattern everywhere and is prompted by social and human considerations of general validity.

18. The task of bringing these general considerations into prominence is one for the International Labour Conference which, after a debate in committee, might be invited to adopt either a Recommendation or a resolution of wide applicability.

19. In the report for the Conference on this item the Office would draw on the current practices in a number of countries and on the conclusions adopted by the Industrial and analogous Committees and other bodies. It would direct attention to a series of measures which might be considered applicable at the level of the undertaking in order to cushion or to avoid the unfavourable social consequences both of technological progress in the industrially advanced countries and of the accelerated introduction of modern production methods in the developing countries. Among the matters discussed would be the planning and scheduling by undertakings or industry to another, it follows a similar pattern everywhere and is prompted by social and human considerations of widespread interest and concern.

20. If, as is envisaged, the Conference were able to adopt an instrument on employment policy in 1964, and if the Governing Body were to provide for the Conference to consider in 1965 a Recommendation or a general resolution on the social consequences of technological progress at the level of the undertaking, it would be possible for the Conference to adopt two complementary texts of widespread interest and concern. While in each case the texts adopted would take into consideration the broader aspects of the problems covered and the need for action both at the national level and at the level of the undertaking, there would not necessarily be any conflict or overlapping between them, since the one would deal with general measures to prevent unemployment arising from many causes, including that caused by technological change, and the other would contain recommendations for measures for adoption by undertakings in their adjustment to technological progress.

Revision of Conventions Nos. 35, 36, 37, 38, 39 and 40 concerning Invalidity, Old-Age and Survivors' Pensions

21. In recent years the Governing Body has on several occasions considered the I.L.O. programme in the field of social security with a view to ensuring that international standards keep pace with the far-reaching national developments that have taken place since the Second World War. At its 46th Session the International Labour Conference adopted Equality of Treatment (Social Security) Convention, 1962, and the question now posed is the efficacy of the pre-war social security Conventions and the possible need to remodel them to take account of new concepts and trends.

22. It may be recalled that at its 137th Session (October-November 1957) the Governing Body requested the Director-General to ask the Committee of Social Security Experts for its views on the revision of certain pre-war social security Conventions.

23. Accordingly in 1959 the Committee of Social Security Experts discussed—(a) the possibility of establishing an international instrument on social security for migrant workers and (b) the possibility of revising pre-war international social security Conventions. The report of the meeting, which was noted by the Governing Body at its 141st Session (March 1959), stated with regard to the latter point that—

The pre-war social security Conventions as a whole do not correspond to the evolution that has taken place in many social security systems; the concept and practice of social security has evolved to an extent and in a manner which could not be foreseen when the Conference adopted the pre-war social security Conventions. Hence the Committee felt that it was necessary to adapt the former instruments to the new concept of social security. It recommended that the Governing Body should consider placing on the agenda of the Conference (1) the social security (equality of treatment) for migrant and nonnationals, and (2) the remodelling of pre-war Conventions on social security in the light of the provisions of the Social Security (Minimum Standards) Convention, 1952, with priority for (1) if the two matters could not be considered simultaneously. In the case of (2) it recommended the establishment of separate international instruments covering the following branches:

(a) benefits in case of employment accidents and occupational diseases;
(b) old-age, invalidity and survivors' pensions;
(c) sickness benefits;
(d) unemployment benefits.

At the same session the Governing Body noted the Director-General's intention to submit at an appropriate time suggestions as to the manner in which it would be possible to give effect to these recommendations.

24. The establishment of new standards of social security for migrant and non-national workers and the need for revising the pre-war international Conventions in the field of social security is stated in paragraphs 136 and 137 of the Appraisal of the I.L.O. Programme, 1959-1964, approved by the Governing Body at its 143rd Session (November 1959).1

After double discussion the International Labour Conference adopted the Equality of Treatment (Social Security) Convention, 1962. The first stage of the programme suggested by the Committee of Social Security Experts has been completed.

26. At its 150th Session (November 1961) the Governing Body decided, in line with the I.L.O. programme, to include the item "benefits in the case of industrial accidents and occupational diseases" in the agenda of the 47th (1963) Session of the International Labour Conference, thus taking the first step of the second stage recommended by the Committee of Social Security Experts, namely the remodelling of pre-war international instruments concerning social security.

27. In order to obtain further advice the Governing Body, at its 151st Session (March 1962), decided to convene selected members of the Committee of Social Security Experts and to include in the agenda of the meeting the item "Principles of international instruments concerning old-age, invalidity and survivors' pensions".

28. The Committee of Social Security Experts met in Geneva from 26 November to 8 December 1962. In a general discussion of the item the Committee, recalling its opinion expressed in 1959, once more pronounced itself in favour of complete remodelling of the Conventions concerning old-age, invalidity and survivors' pensions (Nos. 35, 36, 37, 38, 39 and 40) adopted in 1933.

29. The Committee was of the opinion that a new instrument should take the form of a Convention which might be supplemented by a Recommendation, if necessary. The instrument should be considered as replacing all the aforementioned pre-war Conventions; it should do so in a manner that would relieve Members ratifying it of the obligations under those Conventions. The Committee considered that it should be possible to ratify the suggested instrument separately in respect of any one of the three branches, thus making it more flexible.

30. When discussing the general tenor of the standards to be included in the suggested instrument, the Committee repeated that these should not, in general, be lower than those of the pre-war Conventions and that, on the whole, they should be more favourable and, in general, not less favourable than those of the Social Security (Minimum Standards) Convention, 1952, taking account of important recent developments in social security.

31. In line with an opinion already expressed by the social security experts, the new instrument should not attempt to deal with technicalities of the organisation and administrative methods of providing long-term benefits, but emphasis should be placed on the benefits themselves. Consequently, the international instrument or instruments would be intended to establish standards as regards the scope of persons to be covered, the qualifying conditions and the amount of benefit. In its report to the Governing Body the Committee expressed in great detail its opinions as to the standards which should be included in the new instrument, taking account of recent national developments.

32. The examination carried out by the Committee of Social Security Experts completed the necessary preparatory work called for by the Governing Body in connection with the problem of remodelling the pre-war international standards concerning old-age, invalidity and survivors' pensions. The Governing Body at its 154th Session took note of the suggestions of the Committee of Social Security Experts.

33. In 1964 the Conference should conclude its discussion on benefits in case of industrial accidents and occupational diseases, thus completing the first step of the remodelling of pre-war international instruments concerning social security. It should thus be possible for it in 1965 to start the next step recommended by the Committee of Social Security Experts, i.e. to deal with old-age, invalidity and survivors' pensions. Conventions Nos. 35 to 40, adopted in 1933, reflected the early stages of development of legislation concerning old-age, invalidity and survivors' pensions. Since then new concepts have evolved and the national legislation has been extended both in quantity and quality. The Conventions dealing with these branches of social security urgently need to be brought up to date. Moreover, developing countries have shown and are showing interest in planning and improving pension schemes, and the I.L.O. is being called upon to furnish expert advice on this subject under technical assistance programmes.

34. In deciding whether it wishes to call for a law and practice report on old-age, invalidity and survivors' pensions for its November 1963 Session, the Governing Body may also wish to bear in mind that the International Labour Conference at its 46th (1962) Session adopted a resolution concerning the examination of the activities of the International Labour Organisation for the advancement of social security, in which it "welcomes the decision of the Governing Body of the International Labour Office to request the Committee of Social Security Experts to prepare...proposals for the purpose of reviewing the other existing social security Conventions in order that the provisions of these Conventions should meet the present needs and evolutions in the field of social security, and invites the Governing Body to place these questions on the agenda of forthcoming sessions of the International Labour Conference".

The Role of Co-operatives in the Economic and Social Development of Developing Countries

35. Since 1920 the I.L.O. has been concerned with the main questions that are common to all or most types of co-operatives and with matters relating to the place and influence of co-operation in countries at all stages of economic and social development. Long before the Expanded Programme of Technical Assistance was put into operation the I.L.O. was no longer acting solely as an international centre for research, documentation and information, for it had begun in a small way to provide technical assistance to developing countries desirous of organising their co-operative movements.

36. With a view to stimulating co-operative action in the developing countries and to shaping I.L.O. policies in this field, the subject of co-operation has also figured on the agenda of many meetings and has been discussed on numerous occasions.

37. The economic and social problems in developing countries were considered at the 26th Session of the International Labour Conference (Philadelphia, 1944), and the Conference expressly stated in this connection that "assistance...[to] co-operative societies shall be accepted as part of the economic programme of competent authorities in dependent territories". The First Asian Regional Conference (New Delhi, 1947) and Second Asian Regional Conference (Nuwara Eliya, Ceylon, 1950), the Regional Meeting for the Near and Middle East (Istanbul, 1947) and the Fifth (Rio de Janeiro, 1952) and Sixth (Havana, 1956) Conferences of American States Members of the I.L.O. adopted resolutions emphasising the desirability of developing co-operative organisation in the countries of those regions and the need for international action on the subject. Provisions
on the value of co-operation and its repercussions on the economic and social position of producers and consumers have also been included in other resolutions of an economic and social character (e.g. at the Fourth Asian Regional Conference, New Delhi, 1957). In a resolution concerning vocational and technical training the First African Regional Conference of the I.L.O. (Lagos, 1960) declared that "the co-operative movement may be an important means of improving conditions of work, increasing production and raising standards of living in the rural and urban areas. . .". The Fifth Asian Regional Conference (Melbourne, 1962), in its resolution concerning measures to promote stable prices of basic commodities in world markets and other measures for the effective utilisation of resources and the improvement of living standards, requested the Governing Body of the I.L.O. to give close attention to a number of measures designed, inter alia, to promote agricultural and handicraft co-operatives."

38. At the present time there is hardly a country which has no co-operatives, and there are few economic and social development programmes in which co-operation does not occupy a prominent place. This official recognition of the constructive value of co-operative action follows logically from the fact that co-operatives administer their organisations entirely on their own, with their own resources and without departing from democratic principles. At the present time the co-operative movement, less than a century after its inception, has a membership of at least 200 million co-operatives throughout the world. It is significant to note in this connection not only the increasing co-operative share in such important economic sectors as agriculture, consumption, housing, credit, handicrafts and small-scale industries, but also a striking numerical expansion and diversification of the co-operative movement covering a substantial percentage of all producers and consumers, to whom it provides economic and social services of all kinds.

39. It is perhaps in the developing countries that this rapid growth has been most marked. Some idea of this will be derived from the following table:

<table>
<thead>
<tr>
<th>Country</th>
<th>Number of co-operatives (in thousands)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ghana</td>
<td>21</td>
</tr>
<tr>
<td>Nigeria</td>
<td>49</td>
</tr>
<tr>
<td>Tanganyika</td>
<td>60</td>
</tr>
<tr>
<td>Uganda</td>
<td>10</td>
</tr>
<tr>
<td>Ceylon</td>
<td>1,123</td>
</tr>
<tr>
<td>India</td>
<td>12,707</td>
</tr>
<tr>
<td>Pakistan</td>
<td>2,101</td>
</tr>
<tr>
<td>Argentina</td>
<td>703</td>
</tr>
<tr>
<td>Brazil</td>
<td>300</td>
</tr>
</tbody>
</table>

It may be mentioned in this connection that, as of 1 February 1963, 23 experts on co-operation were in post in 18 countries in respect of current I.L.O. technical assistance missions alone.

40. This is due to the role which the co-operative movement is playing or is capable of playing in the developing countries. Co-operative organisation enables producers and consumers to improve their economic and social position in a variety of ways, i.e. in the supply of consumer goods (for trade and domestic use), the provision of housing, the communal performance of certain productive functions, the use of credit and the marketing of produce at remunerative prices. In this way the economically weak can produce more profitably, achieve higher levels of consumption and enjoy economic and social advantages which would not have been within the reach of a producer, worker or consumer on his own. Co-operation provides a check on the exploitation of a fairly large section of the poorer population by certain tradespeople in the traditional sector and is also often the only way in which the small producer can gain a foothold in distant markets. In terms of the national economy in general, it helps to establish efficient producer-to-consumer channels.

41. Co-operative action and co-operative education reinforce each other. While, on the one hand, an educated membership or future membership of co-operative societies is a prerequisite for the success of co-operative organisation, on the other hand co-operative action itself has proved to be a first-class medium of education and training in the towns and above all in the rural areas. Co-operation is an apprenticeship in democracy, inculcating in its members a civic sense and the spirit of mutual aid. It has also been found to be a good vehicle for propagating new techniques and methods in tradition-bound societies. Where economic activity was previously slight it results in the voluntary mobilisation of the innumerable potentialities of the community, thereby becoming one of the motive forces in economic and social development and making for improved working and living conditions in both town and country-side. It also helps to solve the problem of urban overcrowding and may put a brake on migration and the flight from the land.

42. In order to start a process of balanced economic growth permitting of substantial rises in the standard of living, a large number of developing countries have recourse to planning. Such planning, however, is no easy matter, because in many cases the task is not merely to adjust or attain the levels of development in two or three sectors but to create the whole apparatus of national production in both industry and agriculture. What is more, it is essential that the population as a whole be alive to the importance of the economic and social construction that embodies the transfer of development to the developing countries, and be aware of the role it has to play and the work that this implies. It is undeniable that the existence of a network of primary and secondary co-operatives is a help in making the purpose understood. The planning agency, too, can make use of this network to ascertain the needs and the reactions of the population and to enlist the active participation of farmers, fishermen, craftsmen, workers, consumers, etc., in carrying out the plan and in disseminating new techniques.

43. Despite these facts, no session of the International Labour Conference has yet considered the role of co-operatives in the economic and social development of the developing countries. Only quite recently the pressing need to devote particular attention to this question was mentioned at the I.L.O. Meeting of Experts on Co-operation which was held in Geneva from 3 to 19 December 1962. Stress was laid, among other things, on the important contribution of co-operatives to economic and social progress, the desirability of giving them a definite place in national planning and the need to give consideration, when drawing up plans for co-operative development, to the embryonic organisations which have not been sufficiently developed, such as insurance, housing and school co-operatives, rural electrification, labour, fishery and general village co-operatives, welfare societies and co-operative institutions in land reform areas. In addition to the problems of administrative, technical and financial organisation of co-operatives, the Meeting also drew attention to the important question of co-operative education and training and of the adaptation of co-operative methods to new economic and social situations. The Director-General accordingly feels that the Governing Body may wish to consider the possibility of placing on the Conference agenda an item concerning "the role of co-operatives in the economic and social development of developing countries", with a view to a Recommendation of a practical character.
44. The report to be used as a basis for discussion at the Conference would bring out the role of co-operation in the developing countries, and for this purpose would draw on the experience acquired in a number of similar countries carefully selected from each of the following regions: Africa, Asia, Latin America and the Near and Middle East.

45. The subject would be presented in such a way as to highlight the following practical aspects:

(a) determination of the criteria for a long- and short-term co-operative policy in which regard is had to the economic and social conditions in the developing countries, the available resources and the need for integration in development plans;

(b) methods of organizing the administrative machinery by which this policy can be carried into practical effect in urban and rural areas and by which the basic techniques of organizing co-operative societies can be disseminated;

(c) the framing of suitable co-operative laws and regulations;

(d) the establishment of appropriate systems of co-operative training, education of young persons and adults to enable a sufficient nucleus of qualified and enlightened leaders and co-operators to be constituted;

(e) the organisation of a system of inspection, auditing and technical assistance to help co-operative societies to develop along sound lines;

(f) the need for the existing co-operative policy to be kept under constant review, in the light of changes in economic and social needs which necessitate the adoption of new types of co-operative societies and new activities.

46. The preparation of such a report would, however, involve some additional expenditure which cannot be met out of existing budget credits. Proposals relating to such supplementary expenditure are before the Financial and Administrative Committee at the present session. These would cover the additional expenditure necessary if the Governing Body decided to select this subject as one of those upon which it wished to have more detailed proposals or law and practice reports for its 157th Session.

Accommodation on Board Fishing Vessels

47. The question of accommodation on board fishing vessels was included by the Governing Body, at its 152nd Session [May 1962], in the agenda of the Committee on Conditions of Work in the Fishing Industry, which met in Geneva from 10 to 18 December 1962. The Committee examined in detail the Accommodation of Crews Convention (Revised), 1949 (No. 92), with a view to determining to what extent the provisions of this Convention could be made applicable to fishing vessels, and made proposals for a new international instrument concerning crew accommodation on board fishing vessels. The question is therefore ready for action by the International Labour Conference.

48. Accommodation on board fishing vessels is a matter of considerable and steadily increasing importance owing to the tremendous development of the fishing industry which is taking place in all parts of the world, including the developing countries. From an obscure occupation employing primitive tools and methods of work which had remained unchanged for centuries, fishing has in many countries become an important industry in which modern vessels capable of fishing in wide areas and rough waters and which remain at sea for substantial periods at a time. The standard of accommodation on these vessels is of no less importance to the crews than the standards provided on board merchant ships.

49. Convention No. 92, however, specifically excludes fishing vessels from its provisions, partly because at the time of the adoption of the Convention it was felt that an added coverage of ships under 500 gross tons might prejudice the general acceptance of the new instrument, and also in recognition of the special problems involved in the drawing up of standards applying to fishing vessels. The Convention has now been ratified by 15 maritime countries, and the majority of the remaining maritime countries apply to merchant vessels crew accommodation standards which are identical with or largely similar to those laid down in the Convention. The type of standard-setting activity has thus won international acceptance in the marine industry, and the Committee on Conditions of Work in the Fishing Industry has unanimously concluded that the time is now ripe for the establishment of standards relating to fishing vessels.

50. The position as regards crew accommodation on board fishing vessels at the national level is broadly as follows. While a substantial number of countries have no regulations concerning crew accommodation on board fishing vessels, a large number of countries have found it possible to lay down standards, and statutory provisions or administrative regulations in some form are applicable to crew accommodation on board fishing vessels in Belgium, Canada, Chile, Denmark, Finland, France, the Federal Republic of Germany, Iceland, Ireland, Italy, Japan, the Malagasy Republic, New Zealand, the Netherlands, Norway, Poland, Portugal, Spain, Sweden and Viet-Nam.

51. In many of the countries in which there exists some form of governmental regulation of the standards of crew accommodation, the standards are expressed in general terms allowing a certain flexibility as regards their application to individual fishing vessels. For example, Canada does not have statutory administrative provisions respecting crew accommodation on board fishing vessels, but fishing vessels of over 75 gross tons are subject to regulations respecting construction and inspection; the inspectors provide advice and guidance and can withhold approval if they are not satisfied that the accommodation provided is adequate. In Chile the maritime authority, through the harbour-master, exercises general supervision over crew accommodation and may withhold harbour clearance if the crew facilities are inadequate.

52. Other regulations of a general nature relating to crew accommodation on board fishing vessels include those of the Federal Republic of Germany, which provide that on all fishing and distant-water fishing vessels the crew accommodation shall be as nearly as possible in accordance with the crew accommodation standards set for merchant navy vessels. The Italian regulations lay down that fishing vessels which have engines above 120 horsepower and which receive government shipbuilding subsidies shall be provided with adequate crew accommodation and sanitary facilities; a Merchant Marine Ministry circular also sets out specific criteria for crew accommodation on vessels constructed in Italy, which, although they are not obligatory, are persuasive in establishing crew accommodation standards.

53. In other countries a general provision that fishing vessel crew accommodation shall be adequate is accompanied by specific standard-setting provisions which are obligatory. Thus, in Belgium, an order provides that crew accommodation must be separate from all other quarters by decks and watertight, properly caulked bulkheads, and certain specific requirements are set out with respect to ventilation, sanitary fittings, health measures and fresh-water tanks.

54. In Iceland legislation provides that accommodation shall in general be adequate, but also specifically sets out that the minimum floor space in crew accom-
modation shall be from 0.5 to 0.9 square metres for each person, depending on the size of the vessel, that was required on board merchant vessels in 1870. For 50 tons, that heating must be provided by coal stoves or steam, ventilation must be adequate, and each man must have his own bunk.

55. In Ireland, although the crew accommodation statute concerning merchant navy vessels which implements Convention No. 92 excludes fishing vessels from its coverage, a previously enacted section of the Merchant Shipping Act provides that crew accommodation on board fishing vessels must have a floor area of 12 square feet per crew member occupying the accommodation. The Act also provides that crew accommodation spaces shall be kept free from goods and stores of any kind which are not the personal property of the crew, and that crew accommodation shall be securely constructed, properly lighted and ventilated, and properly protected from weather and sea. One water closet must be provided for every ten men, there must be individual bunks with inside measurements of 6 feet by 28 inches and separate lockers must be provided for each man. The Irish provisions, however, do not apply to fishing vessels which are employed exclusively in coastal fishing, and many of these may thus be constructed with accommodation that do not meet the general requirement of habitability and the specific crew accommodation requirements set out in the Irish Merchant Shipping Act.

56. In France vessels under 500 tons, including fishing vessels, are not subject to specific crew accommodation regulations, but do come under the legislation making it obligatory to obtain a certificate of safety which requires submission of plans, an inspection and a finding by a central safety commission that the crew accommodation is adequate. The commission is composed of representatives of the various ministries and other bodies concerned and, as advisory members, has representatives of shipowners' organisations, shipbuilders' and naval architects' organisations, insurance organisations and seamen's unions. Crew members or unions may place complaints before the commission concerning safety accommodation or health conditions on board a vessel, and the commission must decide whether or not the certificate for the vessel concerned should be withdrawn. No specific standards concerning crew accommodation are set out by legislation.

57. Vessels of over 500 tons, including fishing vessels, are covered by the same legislative provisions which implement Convention No. 92 in France, and detailed standards concerning most aspects of crew accommodation included in Convention No. 92 also apply to fishing vessels. These standards include provisions concerning crew accommodation relating to height, bed size and installation, location, construction material, heating and ventilation.

58. Japanese legislation provides that in general all vessels over 20 tons, including fishing vessels, shall contain appropriate living accommodation and sanitary equipment. Special regulations concerning fishing vessels set out specific accommodation standards for area, height, emergency exits, sick-bay accommodation, lighting, ventilation, location and the installation and size of beds. For example, crew accommodation area must be at least 0.45 to 0.85 square metres per occupant, depending on the tonnage of the vessel, and the height of sleeping rooms must not be less than 1.6 metres. If the crew accommodation is designed for ten men or more, or if it is below deck, two emergency exits must be provided. Vessels over 70 metres in length, with storage and processing facilities, must have sick-bay accommodation.

59. In the Malagasy Republic legislation provides that fishing vessels over 250 gross tons must have crew accommodation designed to provide the maximum comfort, cleanliness and health for the crew, and other provisions set out certain specific crew accommodation standards applicable on board these vessels.

60. In New Zealand fishing vessels over 60 feet in length must be provided with adequate crew accommodation, and some specific requirements are set out.

61. Polish legislation provides that plans for the construction of fishing vessels of any tonnage must be submitted for approval to a commission for living conditions and safe working conditions, which is composed of representatives of governments, registration societies and seamen's unions, and health inspectors. The commission must approve the crew accommodation plans and the sanitation and safety provisions before construction of the vessel can begin. Legislation does not set out standards determining the adequacy of crew accommodation, but leaves the matter to the discretion of the commission and its inspectors. The commission, has, however, formulated some rules, and unless there is some valid reason to the contrary, they are normally applied to all fishing vessels. For example, trawlers over 24 metres long must not have more than five men to a cabin, must have one toilet for ten men, and allow 2 square metres area per person in the cabins. Cabins in cutters between 17 and 24 metres long must have a surface of 1.11 square metres and be designed for not more than six men. Cabins in cutters under 17 metres long, also designed for not over six men, are required to have an area of 1.65 square metres per man.

62. Although other requirements are not specifically set out, a Bill containing detailed crew accommodation standards is now under consideration by the Polish Parliament.

63. In Portugal the legislation sets out the general rule that crew accommodation for fishing vessels "shall follow as far as possible the prescriptions concerning ventilation, location, construction material, heating and ventilation, location and construction material. A governmental appointed commission is required to inspect new constructions for compliance with these regulations and has a substantial measure of discretion in the matter. In effect, the commission applies the rules set out for merchant vessels to fishing vessels, but retains a measure of discretion in allowing exceptions to area, volume and other rules for smaller vessels.

64. In Spain regulations concerning fishing vessels lay down height, heating, lighting and sanitary provisions for crew accommodation, and provide, for example, that bunks shall be 1.85 metres long, sleeping cabins must have a surface of 1.11 square metres per person, shall be 1.70 metres high, and that one water closet shall be provided for every 16 men. However, even though these regulations are laid down as specific requirements, the maritime inspectors are given a certain amount of discretionary power.

65. In Sweden legislation does not apply all of the detailed regulations framed for crew accommodation on board merchant vessels to fishing vessels, but has a general provision for this class of vessels setting out that crew accommodation "shall be protected from damp, lighted by portholes of adequate dimensions or by other means, and be provided with satisfactory devices for ventilation and the necessary heating." There are, however, some specific provisions applicable to fishing vessels which provide that crew accommodation for men and women shall be separate, that crew accommodation shall not be used for storage and shall be cleaned and aired daily and disinfected periodically.
67. In Viet-Nam two sets of regulations concerning safety and crew accommodation exist, the first for fishing vessels between 25 and 250 gross tons, and the second for fishing vessels under 25 gross tons. These regulations, which contain detailed standards concerning crew accommodation, do not apply to fishing vessels below 25 tons. The return to port at night, it has been found necessary to apply the legislation with a certain degree of flexibility in the case of a number of modern trawlers built in Japan with an average displacement of 75 tons, which do not always meet the requirements of the law.

68. In addition to the countries set out above, whose regulations make both general and specific provisions concerning crew accommodation, other countries have adopted comprehensive crew accommodation regulations for fishing vessels, which are on the same detailed basis as those applied to merchant vessels.

69. The countries on which detailed information is available concerning crew accommodation and which have regulations covering most of the crew accommodation subjects dealt with by Convention No. 92 are Denmark, Finland, France (for fishing vessels of over 500 tons), Iceland, the Netherlands and Norway.

70. In general, these countries apply the same standards to fishing vessels as to merchant vessels, but with a reduction in space requirements for the smaller vessels, and greater latitude is allowed in the application of the standards to individual vessels.

71. In the light of the various considerations set forth above the Governing Body may wish to consider the possibility of including in the agenda of the 49th Session of the Conference the question of accommodation on board fishing vessels. This is a precisely defined area in which Conference action could be expected to accomplish useful practical results. It is also part of a field in which the Conference has already laid down international standards which have secured wide acceptance. Finally, it is of vital importance to an industry whose workers were for long among the "forgotten workers" in relation to national labour legislation and international labour standards, and which has not been slow to accept the three international labour Conventions of interest to it—Nos. 112, 113 and 114—which the Conference adopted in 1959.

**Maximum Permissible Weight to Be Carried by One Worker**

72. At its 152nd Session (June 1962) one of the subjects suggested to the Governing Body for consideration in connection with the agenda of the 48th Session of the Conference was that of the maximum permissible weight to be carried by one worker. It was decided at that time that a law and practice report on the subject should be submitted to the Governing Body at its 153rd Session.

73. In accordance with this decision, the Governing Body at its 153rd Session (November 1962) had before it a report on the law and practice with respect to the maximum permissible weight to be carried by one worker. After reviewing the various items proposed for possible definitive inclusion in the agenda of the 48th Session of the Conference, it decided not to include this question in the agenda but to refer the matter to a technical meeting for study.

74. Provision for such a meeting exists in the 1964 budget as approved by the Governing Body at its 154th Session. A paper containing more specific proposals concerning the agenda, composition and date of the meeting will be submitted to the Governing Body at its present session. It is intended that the meeting should be held at the beginning of 1964 and that a report on its conclusions should be submitted to the Governing Body at its 158th Session (March 1964).

75. Without reiterating the detailed information on the question of maximum permissible weight given in the above-mentioned documents submitted to earlier sessions of the Governing Body, it may be useful to point out that the question has claimed the attention of governments and of the occupational organisations concerned for many years and has already been brought to the attention of the International Labour Organisation on several occasions. At the 24th (1938) Session of the International Labour Conference a resolution was adopted in which the Governing Body "to consider the desirability of placing on the agenda of an early session of the Conference the question of the fixing of the maximum weight of loads, packages and sacks to be transported by workers". A similar request was made in the following year by the Second Conference of American States Members of the I.L.O. (Havana, 1939). The matter has also been discussed on several occasions in the I.L.O. Inland Transport Committee which, at its Fourth Session (Genoa, 1951 (resolution No. 47)) and at its Fifth Session (Geneva, 1954 (resolution No. 63)) invited the Governing Body "to consider placing this question on the agenda of the most appropriate session of the International Labour Conference". Finally, at its Seventh Session (Geneva, 1961), the Committee adopted a resolution (No. 80) in which it again invited the Governing Body "to consider the possibility of including in the agenda of an early session of the International Labour Conference".

76. The question of the maximum permissible weight to be carried by one worker has also been raised and discussed on many occasions in the congresses of trade unions representing the workers concerned, particularly by the International Transport Workers' Federation and the International Federation of Food and Drink Workers. The latter organisation has requested the I.L.O. to study the possibility of reaching an international agreement on a maximum load of 50 kilogrammes. Some employers' organisations have also taken up the question; in 1925, for instance, the French Association of Stevedoring Contractors advocated that the upper weight limit should be set between 50 and 60 kilogrammes.

77. The question is thus of considerable interest to workers engaged in the loading, unloading and transport of goods, particularly dockers and workers engaged in delivering foodstuffs and drink. There can also be no doubt that the question is of concern to workers in many other industries, because the manual lifting and carrying of loads are everyday operations in the handling of goods inside undertakings.

78. Moreover, the question has a direct bearing on the safety and health of workers. The weight of loads which workers may regularly be required to carry in the course of their work has a direct incidence on the emergence of a state of fatigue. This fatigue may be acute, brought on by excessive exertion for a limited time; or it may be chronic, the result of repeated strain over a long period, and may build up to a level beyond normal physiological powers of recuperation. It is accompanied, among other things, by a slowing down of reflexes and by less efficient and precise co-ordination of movement; this in turn entails a greater risk of accidents, which may have serious consequences both from the health and from the social and economic viewpoint. In addition, the accumulation of chronic fatigue involves progressive wear of the organism, particularly of the locomotorium and the circulatory system, with a sharp falling-off in occupational abilities and premature aging of the individual.

79. It is, of course, true that other factors besides the weight of the load may play an important part in
the onset of fatigue and may thus lead to accidents and physical wear. Among these factors are the nature of the goods to be transported, the diversity of the clients and the variability of the ground, the distance to be covered and the difficulties that may be encountered, such as narrow passages and variations in surface level. The shape and dimensions of the load, as well as the nature and type of the packing material, also affect the expenditure of energy needed to do the work. Other factors that may affect safety and fatigue are an excessive pace of work, poor organisation with unforeseen halts or changes of tempo, etc. Climatic conditions may also affect physical performance and fatigue. Furthermore, physical capacities vary according to the bio-typological characteristics peculiar to a given person or a given group, and may also vary in the same individual according to his general state of health, age and so on. In addition, it may be noted that vocational training is another major factor in reducing the effort required of the worker, and particularly in ensuring that in doing the work he makes the best use of his anatomical and physiological potentialities. Good techniques for lifting and moving a load can considerably reduce the danger of awkward and unco-ordinated movements and make a vital contribution to the prevention of fatigue and the frequency of accidents. It is thus directly related to the weight of the load carried, which is ultimately the determining factor in every case.

80. The majority of countries have adopted provisions applying to women, children and young persons. These classes of workers are often broken down into age groups, the maximum authorised load being specified for persons in each group. Special provisions are laid down for transport by means of a vehicle, the maximum permissible weight varying according to the type of vehicle used. In some cases, the employment of such persons is restricted by special provisions relating to hours of work or other conditions of employment.

81. In contrast to the position as regards women and young workers, very few countries have adopted legislation or regulations applying to adult male workers. In Chile, Costa Rica, India (of Kerala) and Panama, a maximum of 80 kilogrammes has been set; in Mexico the limit is 75 kilogrammes; and here and there a plus margin of 10 per cent. (as in Panama) or of 4 to 7 per cent. (as in Chile) is permitted in special cases. Certain countries (Uruguay, Ceylon, Guatemala and New Zealand) have adopted general legislation leaving it to the discretion of the competent authorities to lay down maximum limits either for all workers or for certain classes of workers; these maxima may be fixed at different levels depending on circumstances or on the operations involved, or for such industries or such working processes as the regulations may determine. However, very few regulations seem to have been actually made under legislation of this kind.

82. The scarcity of official regulations limiting the weights which may be carried by an adult male worker has led the workers' organisations in certain countries to conclude collective agreements on the subject. It is clear, however, that, although the collective bargaining approach may lead to useful agreements, its practical utility will generally be confined to particular situations or even to special cases. Any attempt to solve this problem at the local level runs into a number of difficulties. The weight of loads often depends on the nature of the goods to be transported, the packaging systems employed, the type of vehicle used and the particular storage and delivery methods. Having regard to the ever-increasing importance of international trade, any weight limit, if it is to have practical effect, must be adopted both by the importing country and by the exporting country, and could not be accepted only on the basis of international agreement.

83. Having regard to the fact that the principle of a limitation of the weight of loads which may be carried by the person concerned is one of the decisive factors in the countries in regard to women and young workers and that such a limitation is at the present time highly desirable in respect of certain classes of adult male workers, it may be thought that the time has come to take action on the many requests made and resolutions passed over the years by the workers' organisations in the industries concerned.

84. It is interesting to note that the detailed provisions applicable to women, children and young persons in various countries were, in general, adopted at a time when mechanised methods of handling goods were not yet widespread, and such tasks were usually performed by these categories of workers; hence the need for their protection against the dangers of unregulated employment. Such provisions have proved particularly useful in developing countries. Thus, for instance, in the newly independent African countries, the provisions formerly introduced by France in French West Africa and French Equatorial Africa have in general been kept in force. Moreover, the fact that legislation on the subject has also recently been put into force in countries at a more advanced stage of technical development indicates that the problem is one of continuing concern and current importance.

85. The same observations apply in respect of countries which have adopted standards regarding the maximum weight of loads to be carried by an adult male worker. In most cases the countries concerned have a tradition of manual handling, and the risks inherent in such operations have been shown up by the lack or inadequacy of mechanised equipment. In the case of both categories of workers the problem is of considerable importance in countries of advanced industrial development for the promotion of more humane conditions of work and the full utilisation of the technical and mechanical facilities available. On the other hand, in countries in process of development and industrialisation it is especially important that workers who are often employed, in particularly difficult conditions should be protected by appropriate provisions against the certain risks to which their unregulated employment on handling goods is liable to expose them.

86. The details of any proposals which might be made towards the adoption of international standards will depend on the recommendations of the technical meeting, which it is proposed should examine matters such as the physiological factors and the working and environmental conditions which may affect load carrying, the criteria to be applied in fixing the maximum permissible weights of loads to be lifted and carried by one worker, and measures for reducing the risks involved in the manual handling of loads.

87. In suggesting the subject of maximum permissible weight to be carried by one worker for consideration in connection with the 1965 Conference agenda, the Director-General recalled that another subject—certain aspects of personnel policies in the undertaking—was also examined by the Governing Body in November 1962 in connection with its consideration of items for the 1964 agenda. As regards this latter subject it was— as with maximum permissible weight—decided that provision would be made in the 1964 budget proposals for a technical meeting to examine the questions involved. This provision has been made. However, the definition of the particular aspects of personnel policies in the undertaking which might eventually be considered by the Conference would require careful examination by the technical meeting referred to above. This would render difficult a decision by the Governing Body at its 157th Session (November 1963) as to the exact terms of any item on this matter to be placed on the agenda of the Conference. The Director-General suggests, in
these circumstances, that the Governing Body might wish to hold over the question of personnel policies for consideration in connection with the 1966 Conference agenda.

88. In the light of the foregoing considerations the Governing Body is requested to decide the subjects on which it wishes to receive law and practice reports or more detailed proposals at its 157th Session (November 1963) with a view to determining the agenda of the 49th (1965) Session of the International Labour Conference.
APPENDIX III

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

1. The Committee of Experts on the Application of Conventions and Recommendations held its 33rd Session in Geneva from 25 March to 5 April 1963. The Committee adopted a report which, in accordance with the usual practice, has been printed as a Conference document and is submitted to the Governing Body at its present session.

2. The Committee had before it the following matters:

(a) reports from governments under article 22 of the Constitution on the Conventions which they have ratified;

(b) reports from governments under articles 22 and 35 of the Constitution on the application of Conventions in non-metropolitan territories;

(c) information from governments under article 19 of the Constitution on the measures taken by them to bring certain Conventions and Recommendations before the competent authorities for the enactment of legislation or other action;

(d) reports from governments under article 19 of the Constitution on an unratified Convention and on a Recommendation selected by the Governing Body.

3. The attention of the Governing Body is drawn to the survey on discrimination prepared by the Committee (Part Three of its report). This survey was based on reports received in accordance with articles 19 and 22 of the Constitution on the Discrimination (Employment and Occupation) Convention and Recommendation, 1958. The survey covers a total of 138 countries (90 member States and 48 non-metropolitan territories). It will be available in the form of an offprint.

4. The Governing Body is invited to take note of the report of the Committee of Experts on the Application of Conventions and Recommendations.

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APPENDIX IV

Fourth Item on the Agenda: Report of the Committee on Conditions of Work in the Fishing Industry

1. The Committee on Conditions of Work in the Fishing Industry met at the International Labour Office in Geneva from 10 to 18 December 1962, in conformity with decisions taken by the Governing Body at its 151st (March 1962) and 152nd (June 1962) Sessions. The Committee unanimously elected as its Chairman Rear-Admiral Barreto Alvé, Peruvian Government member. A list of those attending the meeting, including the representatives of the Food and Agriculture Organisation of the United Nations and the European Economic Community, is given in the Committee’s report, which is appended to this paper.1

2. The agenda as determined by the Governing Body consisted of four items, as follows:

   I. Accommodation on board fishing vessels.
   II. Safety on board fishing vessels.
   III. Accident insurance and employment injury benefits.
   IV. Vocational training and competency certificates.

In addition, the Committee held a discussion on hours of work in maritime fishing and manning standards of fishing vessels, questions which the Governing Body had referred to it for a preliminary examination of views.

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

Accommodation on Board Fishing Vessels

4. The Committee undertook a detailed examination of the Accommodation of Crews Convention (Revised), 1949, with a view to determining to what extent the provisions of this Convention could be made applicable to fishing vessels, and made proposals for a new international instrument which would cover accommodation on board fishing vessels. The text of the draft instrument, as unanimously adopted by the Committee, is given in Annex A to the report of the Subcommittee on Accommodation and Safety on Board Fishing Vessels.

5. The Governing Body is invited—

(a) to take note of the text of the draft instrument concerning accommodation on board fishing vessels; and

(b) to authorise the Director-General to submit proposals in due course for the necessary further action to be taken by the I.L.O. with a view to the framing of an international instrument on accommodation on board fishing vessels.

Safety on Board Fishing Vessels

6. The Committee took note of the fact that fishing vessels are practically excluded from existing international instruments concerning safety of life at sea, and considered it to be of paramount importance that international regulations concerning minimum standards of safety for fishing vessels be introduced without delay. It unanimously adopted a resolution recommending the preparation of an international code of practice for dealing with the navigational, operational and occupational aspects of safety on board fishing vessels, and requested the Governing Body to consider the possibility of setting up, in close co-operation with I.M.C.O. and F.A.O., a suitable body to study and draw up such a code.

7. The Governing Body is accordingly invited to authorise the Director-General to enter into consultations with I.M.C.O. and F.A.O. regarding a view to the preparation and adoption of an international code of practice relating to safety on board fishing vessels.

Accident Insurance and Employment Injury Benefits

8. The Committee recalled that fishermen are specifically excluded from the scope of all but two of the international labour Conventions dealing with the question of employment injury benefits, and recognised the need for international action with a view to ensuring full protection of fishermen in cases of industrial accidents and occupational diseases by providing benefits in kind and in cash. The Committee unanimously adopted a resolution inviting the Governing Body to put before the International Labour Conference, when the latter discusses benefits in the case of industrial accidents and occupational diseases, a set of principles which were originally adopted by the Committee of Experts on Conditions of Work of Fishermen in 1954 and amended by the present Committee.

9. The Governing Body is accordingly invited to authorise the Director-General to communicate the resolution concerning employment injury benefits to governments and to the forthcoming session of the International Labour Conference for appropriate action.

Certificates of Competency

10. The Committee was not able to give thorough consideration to this question. It recognised the importance, in particular from the point of view of safety and of setting goals for fishermen’s training, of developing precise certification standards regarding fishing occupations, and adopted a resolution inviting the Governing Body to give favourable consideration to the possibility of the I.L.O. setting up at an early date a suitable body to study and prepare the question of certification of fishermen with a view to establishing international minimum standards of certification.

11. The Governing Body is accordingly invited to authorise the Director-General to submit proposals in due course regarding the action to be taken by the I.L.O. with a view to establishing an early date international minimum standards of certification of fishermen.

Vocational Training

12. The Committee held a full discussion on the question of fishermen’s vocational training, and adopted a comprehensive set of conclusions which are intended to supplement the Vocational Training Recommendation, 1962, by providing specific recommendations directed to fishermen’s training.

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1 Not reproduced here. For a note on the proceedings of the Committee, see Official Bulletin, Vol. XLVI, No. 2, Apr. 1963, pp. 216-220; the conclusions and resolutions adopted by the Committee are reproduced on pp. 271-288.
13. The Governing Body is invited to authorise the Director-General—

(a) to communicate the conclusions concerning fishermen's vocational training to governments for their information; and

(b) to submit proposals in due course for the necessary further action to be taken by the I.L.O. with a view to the framing of an international instrument on this question.

Future Programme of Work concerning Fishermen

14. The Committee unanimously expressed the opinion that there were a number of other questions concerning conditions of work of fishermen which required consideration by the I.L.O. at the earliest possible date, including stabilisation of employment and earnings (decasualisation); working hours of fishermen; industrial pensions; holidays with pay; medical care on board; sickness insurance; manning standards; and repatriation. The Committee therefore adopted a resolution inviting the Governing Body to request the Director-General to keep these questions under study and to bring forward suggestions concerning action which the I.L.O. could take on these questions, including the possibility of convening another session of a committee on conditions of work of fishermen.

15. The Governing Body is invited to request the Director-General to keep these questions under review and to put forward proposals, in due course, for future action, including the possible convening of a further meeting on conditions of work in the fishing industry.

16. The Committee finally expressed the opinion that when any of the questions concerning fishermen's conditions of employment which it had dealt with, and in particular those questions embodied in the Committee's decisions which it considers are now ripe for international action, are considered by a conference, the I.L.O. should urge the governments of its member States to include in their delegations to such a conference a sufficient number of persons representative of the governments and of the employers' and the workers' organisations who have a wide knowledge of the conditions of work of fishermen, so that these questions may be discussed by fully qualified persons.

17. The Governing Body is accordingly invited to authorise the Director-General to communicate to governments the view expressed by the Committee that the national delegations to any future session of the International Labour Conference called upon to consider questions concerning fishermen's conditions of employment should include a sufficient number of persons representative of the governments and of the employers' and workers' organisations who have a wide knowledge of the conditions of work of fishermen.
Fifth Item on the Agenda: Report of the International Symposium on Medical Inspection of Labour

1. An International Symposium on Medical Inspection of Labour was held in Geneva at the International Labour Office from 18 to 29 April 1963, in accordance with the decisions taken by the Governing Body at its 153rd Session (November 1962). The Symposium was organised with the collaboration of the World Health Organisation, which had invited six of the participants.

2. The agenda of the Symposium, as approved by the Governing Body, was the following:

I. Role, functions and responsibilities of the medical labour inspectorate.

II. Technical and administrative powers required by the medical labour inspectorate in order to perform its duties effectively.

III. Training required by medical practitioners assigned to medical labour inspection, and necessary or desirable facilities for providing such training.

IV. Miscellaneous questions directly connected with the above items.

3. The report of the Symposium is appended to the present document.

4. The participants had before them a working paper on the subject as a whole prepared by the Office with the collaboration of Professor P. Didonna, who also participated in the meeting as an expert. This paper was used as a basis for the discussion. Another paper had been prepared by the Office on the law and practice regarding the medical inspection of labour in various countries. Finally, several papers prepared by Dr. J. J. Gillon, Professor H. J. Magnuson, Dr. A. Bell, Professor B. Kesic, Dr. Ali Shah, Dr. M. N. Gupta, Dr. A. Hansen, Dr. F. Bezemer, Dr. D. G. Trott, Mr. C. R. Hariharar Iyer and Dr. A. M. Ezzat, and dealing with particular aspects of the various topics on the agenda, were also considered.

Role, Functions and Responsibilities of the Medical Labour Inspectorate

5. Participants in the debate on the first item on the agenda, while acknowledging the variety of systems for the administrative organisation of medical inspection of labour in various countries, unanimously considered that this should not affect the role, functions and responsibilities assigned to medical labour inspectors. The participants considered, in particular, what basic powers should be vested in medical labour inspectors, and the obligations which they should undertake in order to perform their task properly.

6. One of the main tasks of the medical inspector of labour is to ensure that the laws and regulations designed to protect the health of workers in their work are implemented. The participants, however, pointed out that the functions of the medical labour inspector go far beyond this owning, firstly, to the frequent inade-

APPENDIX V

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training should cover such subjects as industrial technology, industrial psychology and sociology, the adaptation of the work to the man and the man to the work, legal medicine, medical ethics, labour legislation, statistics and epidemiology, and public health principles and practice.

13. Regarding the methods which might be used in providing such training and in the organisation of further training schemes and refresher courses for medical inspectors, the participants recognised that these were often extremely difficult to implement at the national level. They therefore expressed the hope that action would be undertaken at the regional or international level and recommended that the initial steps taken by the I.L.O. and W.H.O. in this field should be followed up (paragraph 223 of the report).

Miscellaneous Questions Directly Connected with the Above Items

14. The participants considered the question of cooperation between occupational health services and other services or specialists concerned, in dealing with psychological and sociological problems arising out of either migration of labour or the development of modern techniques such as automation. They stressed the inadequacy of existing information on the subject and the need for further research.

15. The Governing Body is invited—

(a) to take note of the report of the International Symposium on Medical Inspection of Labour and to authorise its dissemination on the widest possible scale;

(b) to authorise the Director-General to communicate the report to governments, asking them to transmit it to the bodies and services concerned; and

(c) to request the Director-General to take account of the wishes expressed by the Symposium, particularly in paragraphs 157 and 223 of its report, in drawing up the future programme of work of the Office.
Sixth Item on the Agenda: Report of the Working Party on the Turin Centre

Preliminary Note: Draft Resolution concerning the Statute of the International Centre for Advanced Training in Turin

The Working Party set up by the Governing Body at its 154th Session to consider a number of questions related to the establishment of the International Centre for Advanced Training at Turin held a first meeting on 9 and 11 March, immediately after the Governing Body session, at which it examined the question of the draft statute for the future Centre.

At this meeting the Working Party drew up the text of a draft statute, on the understanding that this would be finally approved at its second meeting, to be held from 20 to 23 May 1963, and submitted to the Governing Body at the same time as the report of the Working Party for adoption at the 155th Session. It was agreed that in the interval between the two meetings of the Working Party its members might transmit to the Director-General any further comments on the text, particularly on drafting points. The Director-General was, however, requested to circulate the provisional text of the draft statute as prepared by the Working Party at its first meeting to the members of the Governing Body so that they might have time to examine it beforehand and so that the Governing Body might thus be in a position to take a formal decision on the statute at its 155th Session, when the final text would be submitted to it in connection with the report of the Working Party.

The text of the draft statute as prepared by the Working Party at its first meeting is accordingly appended to this note for the information of members of the Governing Body. Certain suggestions for drafting amendments already received from members of the Working Party under the arrangements indicated in paragraph 2 above have already been taken into account, but it should be emphasised that the Working Party may make further changes in the text at its meeting beginning on 20 May.

The Working Party was composed as follows:

Chairman: Mr. PARODI, Chairman of the Governing Body.

Government members:
- Mr. AGO (Italy).
- Mr. GEAMÂNÜ (Rumania).
- Mr. SLATER (United Kingdom).

Substitute:
- Mr. MIGONE (Argentina).

Employer members:
- Mr. WALINE.
- Mr. BERGENSTRÖM.
- Mr. RIFAAT.

Substitutes:
- Mr. NASR.
- Mr. YLLANES RAMOS.

Worker members:
- Mr. MORI.
- Mr. AHMAD.
- Mr. FAUPL.

Substitute:
- Mr. STORTI.

Terms of Reference.

The Working Party had been asked by the Governing Body to examine a number of points arising from its decision to set up the International Centre for Advanced Technical and Vocational Training in Turin and in the first place to consider the tentative draft statute, the text of which was appended to the report of the Working Party appointed by the Governing Body at its 153rd Session (November 1962).

In the course of its two sessions (9-11 March and 20-21 May 1963), the Working Party examined the tentative draft statute in detail and approved the revised text appended to this report.

In presenting the draft to the Governing Body for its approval the Working Party wishes to make the following comments.

Purposes, Functions and Organisation of the Centre.


This provisional text is not reproduced here.
discussion, who emphasised the fact that the setting up of the Centre was a matter of concern to all three groups. In the International Labour Organisation, and that the tripartite principle, which is basic to the entire Organisation, should therefore also be applied in the structure of the Centre. This concern is reflected, inter alia, in the fourth paragraph of the preamble to the statute, which provides that the advanced vocational and technical training to be imparted by the Centre will be given within the social and human framework afforded by the I.L.O. tripartite structure. It is further reflected in the composition of the Board of the Centre (article III), which is to include 12 members appointed from among the members of the Governing Body—four from each of the three groups—and nine members appointed by the Governing Body from among persons proposed by governments and employers' and workers' organisations on the basis of their knowledge and competence in the field of vocational and technical training. Finally, two of the three Vice-Chairmen of the Board are to be chosen from among the Employer and Worker members of the Governing Body.

Co-operation with the United Nations Family.

7. The provisions included by the Working Party in the third paragraph of the preamble are in keeping with the determination of the International Labour Organisation to contribute in increasing measure, as a member of the United Nations family and in full co-operation with the United Nations, the specialised agencies and the other organisations concerned, to the common effort in the field of vocational education and training.

8. The Centre should, in particular, be able to make arrangements with the United Nations, the specialised agencies and intergovernmental or non-governmental organisations (article I, paragraph 5). With the same end in view, it is provided that the United Nations and its agencies and the other organisations concerned, to the common effort in the field of vocational education and training.

9. The Working Party examined with great care the functions to be entrusted to the Board. Article III sets out its composition and lays down general rules governing its activities. It will enjoy a large measure of autonomy, but in so far as it is to submit annual reports to the Governing Body of the I.L.O. covering all of the Centre's operations. It should be noted in particular that the Board will approve the basic programmes of the Centre and will adopt its budget. The Board is to meet at least once a year, under the chairmanship of the Director-General of the I.L.O. It was felt important to arrange that the work of the Board, between its sessions, should be carried out on its behalf by its Officers (article III, paragraph 5). The Officers should therefore bear a considerable part of the responsibility for the business and will, between sessions of the Board, deal with any matter which may be referred to them by the Chairman or delegated to them by the Board.

Programme Committee.

10. The draft provides for the setting up of a Programme Committee; its composition and essential functions are set out in article IV. In this connection the Working Party wishes to state that, in addition to the organisations mentioned in paragraph 1 of that article, the Programme Committee will include persons from government, employer and worker circles, whose experience of advanced technical training problems will enable them to make a useful contribution to its work. The Working Party considered that these persons might include members of the Board of the Centre, appointed by the Board in their individual capacity. The Board may also, under paragraph 2 of article IV, appoint representatives of other specialised agencies and of intergovernmental and non-governmental organisations to participate on an ad hoc basis and as appropriate in the work of the Programme Committee. The Working Party wishes to state that it feels it necessary to retain a provision for consultative committees which had been included in the original draft, since it felt that the Board or the Programme Committee itself could at any time set up committees to advise them on such matters relating to the operation of the Centre as might be referred to them.

Legal Personality.

11. The Working Party dealt at length with the question of the legal personality of the Centre. It considers that, in view of the nature of its activities, the Centre, which has been set up by the I.L.O., must maintain close bonds with it. The degree of autonomy enjoyed by the Centre is governed by its statute. In order to enable it to carry out its tasks, the Centre must have its own legal personality and enjoy privileges and immunities to be fixed by agreement.

Location and Premises.

12. In connection with article VII the Working Party noted the explanation by the Office regarding the negotiations it was carrying on with the Italian Government to ensure that the land and buildings made available to the Centre would be placed at its disposal in an appropriate form and for a sufficient period of time. Although these arrangements had not yet been finally worked out, the Office had been assured by the Italian Government that the facilities in Turin would be made available to the International Labour Organisation on a satisfactory basis.

13. Apart from the above considerations, which concern specific aspects of the draft statute, the Working Party wishes to report to the Governing Body on the following matters which concern certain problems to which it attaches special importance, although they are not specifically dealt with in the draft statute because of their essentially technical nature.

Selection of Fellows.

14. The Working Party feels that special importance attaches to a careful selection of the fellows who are to attend the Centre, if it is to fulfil the hopes placed in it by the developing countries. Standards for the selection of these trainees are already set out in article I of the statute. Furthermore, although it is the Director of the Centre who must of necessity be responsible for the final selection of the fellows, he will do this under general rules to be laid down by the Board (as provided in article V, paragraphs 2 (c) and 7).

15. It may properly be expected that the Centre, in setting up the necessary procedures for the selection of fellows, will be guided by the objectives which have been clearly stated by the Governing Body. Among these are a candidate's personal, technical and linguistic qualifications, his sense of purpose and his readiness to use the skills acquired at the Centre for the benefit of others on his return to his own country. The responsible authorities in the fellows' countries of origin should, for their part, work out arrangements to ensure that trainees are enabled, on returning to their home country, to take up suitable employment which will make the fullest possible use of the skills which they have acquired during their stay in Europe.

16. In order to ensure that the best choice is made of the candidates proposed by the developing countries, it appears essential that the Centre should work through
I.L.O. personnel in the field, in collaboration with the national employers' and workers' organisations and possibly with the assistance of existing tripartite bodies or such bodies as might be set up for the purpose.

17. Another important matter relates to financial arrangements to take care of the families of fellows during their absence. On this point it is noted that the established practice of the I.L.O., in regard to the technical assistance programmes which it has been conducting for a number of years, is to make provision for these needs on the basis of agreements worked out with the countries of origin of the fellows. In any case, it is not the practice for the I.L.O. to take over the responsibilities of the fellow's employer. The rule is for the government and/or the employer to continue to pay the trainee's wage to any family he leaves behind or at least to enable them to live decently during the absence of the family head or breadwinner.

18. It seems appropriate at this point, although the question extends considerably beyond that of selection of fellows, to refer to the Working Party's lengthy discussion on the question of encouraging a financial participation by the beneficiary countries themselves in the Turin Centre operations. The prospects for success of the Turin Centre will be greatly enhanced by the interest it will arouse in the developing countries and by their material contributions. These might take different forms in individual cases—such as the payment of transport costs, subsistence allowances to the family of the fellow during his absence, etc. These contributions might be made either by the public authorities or by those interested in the training of fellows, such as the employers' organisations, the trade unions, the industry concerned or the individual employer—although it was recognised that foreign exchange shortage might present certain difficulties.

Training in Social Subjects.

19. The Working Party recognised the importance of training in social subjects and felt that attention might be given to such questions as human relations, collective bargaining, freedom of association, health and safety matters, etc. The organisation of courses in these subjects would be a matter for the Centre, but there would be no difficulty in including such topics in courses for senior and middle management, instructors and foremen.

Recruitment of Staff.

20. The Working Party considered the problems related to the recruitment of staff, which is dealt with in article V, paragraph 5. The Director-General explained that one of the reasons, among others, why conditions of employment of the staff of the Turin Centre were to be established on the basis of those of I.L.O. officials in Geneva was to facilitate the detachment of I.L.O. officials, and in particular, the need to bring to Turin trainees who would be capable, on their return to their home country, to pass on the techniques which they had learnt in Turin. In preparing these programmes and in carrying them out, account would be taken of advanced training programmes offered at the present time in a certain number of industrialised countries under their bilateral technical assistance programmes. For this purpose the necessary contacts would be maintained with these countries, as well as with employers' organisations and with undertakings in order to ensure the satisfactory placement of fellows for practical training in individual undertakings. In this connection it was recalled that the Office already had considerable experience in placing fellows within the framework of the Expanded Programme of Technical Assistance and of the Special Fund.

Financing.

22. As regards the problem of financing the Centre the Director-General informed the Working Party of the negotiations he had undertaken following the decision of principle taken by the Governing Body at its 154th Session. In view of the recent date of this decision, it was not possible for him to report definite commitments by the governments, the international and regional organisations and the institutions he had approached. Furthermore, the first reactions which had been observed suggested that negotiations would be greatly facilitated once the statute of the Centre had been definitely approved. Obviously, potential contributors could not make firm undertakings until they knew in a precise manner the framework within which the Turin Centre would operate and the nature of the bonds between the Centre and the International Labour Organisation; these essential elements would be fixed by the statute. The Director-General therefore intended, as soon as the statute had been approved by the Governing Body, actively to renew his negotiations with a view to obtaining the necessary financial support. In this connection the Director-General recalled that this support, in addition to the contribution from the Italian Government, would be concerned with the grant of a sufficient number of fellowships to reach the figure of 600 approved for the first and second years, as well as the provision of cash contributions adequate to cover operating costs and the purchase of equipment.

23. With regard to offers of fellowships, the provisional estimate which the Director-General had made led him to consider that the figure of 600 would be rather easily reached and even exceeded—without a consequent reduction of the I.L.O. fellowship programmes under the Expanded Programme of Technical Assistance and the Special Fund. As regards equipment, the Director-General informed the Working Party that he hoped, on the basis of the first contacts which had been made, to be able to obtain contributions in kind or in cash. Finally, as regards administrative and operating expenses, the Director-General pointed out that, in accordance with the decision taken by the Governing Body, the Centre should have in hand, ahead of time, in addition to the Italian contribution, a sum averaging 1 million dollars for each of the first four years of its activity. Until now, and subject to the approval of the statute, no firm undertaking had been made in this regard. The Director-General once again emphasised that the Centre could not begin its operations until the financing of the first four years of operation had been fully assured.


A. PARODI,
Chairman.

ANNEX

Draft Resolution concerning the Statute of the International Centre for Advanced Technical and Vocational Training.

The Governing Body,
Being convinced of the importance of human resources as a key factor in economic development and industrialisation and of the essential role played by basic and advanced technical and vocational training in this regard,
Considering that there is an urgent need to supplement facilities for advanced vocational and technical training already available to developing countries,

Recalling that the International Labour Organisation has often repeated its intention of making, as a member of the United Nations family and in full co-operation with the United Nations, the specialised agencies and other organisations concerned, a steadily increasing contribution to the common task in the field of education and vocational training,

Considering that the International Labour Organisation, by reason of its tripartite structure, is particularly qualified to give to this contribution the social and human framework which is essential to the development of advanced vocational and technical training,

Decides, without prejudice to the efforts which should be continued at the national or regional level, to establish in Turin an international centre for advanced technical and vocational training with the following statute:

**ARTICLE I**

**Object and Functions**

1. The object of the Centre shall be, in keeping with the principles set forth in the Preamble of the Constitution of the International Labour Organisation and in the Declaration of Philadelphia, to provide advanced technical and vocational training at various levels, primarily for the benefit of developing countries, for persons who are considered suitable for more advanced training than any they could obtain in their own countries or regions. The Centre shall also provide advanced training for persons connected with the development of small-scale industry and production co-operatives as well as instruction in teaching methods for technical co-operation experts.

2. The persons selected to follow courses at the Centre shall be chosen on the basis of their qualifications, regard being had to their aptitude and their ability to impart the training they acquire to the largest possible number of workers in their countries, by acting as instructors or in a similar capacity.

3. The training provided at the Centre shall be supplemented by training in undertakings in industrialised countries.

4. The languages of instruction shall, in principle, be English, French and Spanish.

5. The Centre may make arrangements with the United Nations, and with specialised agencies and other international intergovernmental or non-governmental organisations, for the purpose of conducting activities in conformity with the objectives of the Centre.

**ARTICLE II**

**Character of the Centre**

1. The Centre shall be a non-profit-making technical international body. Its teaching shall be objective and independent of any political or commercial considerations.

2. The Director and the staff of the Centre shall carry out their responsibilities as international civil servants. They shall respect the international character of the Centre and ensure that the teaching given therein is objective and independent.

3. In the performance of their duties, the Director and staff of the Centre shall neither request nor receive instructions from any government or from any other outside authority.

**ARTICLE III**

**The Board**

1. There shall be a Board of the Centre, to be responsible for its general management. It shall submit an annual report on the activities of the Centre to the Governing Body of the International Labour Office.

2. The Board shall consist of—
   
   (a) the Director-General of the International Labour Office or, if he is unable to attend, the Deputy Director-General or one of the Assistant Directors-General;

   (b) a member appointed by the Italian Government and a member appointed by the City of Turin;

   (c) twelve members appointed by the Governing Body of the International Labour Office, from among its own members, four of whom shall be appointed from the Government group, four from the Employers' group and four from the Workers' group. These members shall be appointed for terms of three years unless their membership of the Governing Body ends sooner;

   (d) nine members appointed by the Governing Body of the International Labour Office, for terms of three years, from among persons designated by governments and employers' and workers' organisations, on the basis of their competence in technical and vocational training matters; six shall be drawn from developing countries and three from industrialised countries;

   (e) a member appointed by the Secretary-General of the United Nations and a member appointed by the Director-General of the United Nations Educational, Scientific and Cultural Organisation.

3. The Board shall meet at least once a year, normally in Turin.

4. The Director-General of the International Labour Office or his representative shall be Chairman of the Board of the Centre. The Board shall elect, from among its members, three Vice-Chairmen, two of whom shall be selected respectively from among the Employer and Worker representatives of the Governing Body of the International Labour Office.

5. The Officers of the Board, consisting of the Chairman, the Vice-Chairmen, the representative of the Italian Government, the representative of the Secretary-General of the United Nations and the Director of the Centre, shall be empowered between sessions of the Board to deal, in the name of the Board, with any matter which may be referred to them by the Chairman or delegated to them by the Board. The Officers shall normally meet in Turin.

6. The Board and the Officers of the Board shall be convened by the Chairman of the Board.

7. The Board shall adopt its own rules of procedure.

8. The Board shall take its decisions by majority vote except as otherwise provided in its rules; provided that the Chairman shall have a casting vote whenever an equal number of votes are cast for and against any proposal.

9. The Director of the Centre shall be Secretary of the Board.

10. The Board shall adopt the budget on the basis of proposals submitted to it by the Director of the Centre. The budget shall then be communicated to the Governing Body of the International Labour Office for information.

11. The Board shall approve the general lines of the programme of the Centre submitted to it by the Director.

**ARTICLE IV**

**The Programme Committee**

1. The Board shall appoint a committee to advise on programmes and methods of the Centre. This Programme Committee shall include among its members specialists from the United Nations, the International Labour Office and the United Nations Educational, Scientific and Cultural Organisation.

2. The Board may invite to participate in the work of the Committee representatives of other specialised agencies and of intergovernmental and non-governmental organisations.

3. The Director of the Centre shall be Chairman of the Programme Committee.

**ARTICLE V**

**Director and Staff**

1. The Chairman of the Board shall appoint the Director of the Centre after consultation of the Officers.

2. The Director—
   
   (a) shall be responsible for the administration of the Centre;

   (b) shall select and appoint the staff of the Centre;

   (c) shall be responsible for the selection of fellows;

   (d) shall report to the Board on the activities of the Centre.
3. In the exercise of his functions, the Director shall be subject to the authority of the Chairman of the Board in the carrying out of the policies established by the Board in the discharge of its responsibilities for the general management of the Centre, as provided for in article III (1).

4. The Director and staff of the Centre shall be paid from funds of the Centre.

5. The staff of the Centre shall be subject to the authority of the Director of the Centre and shall be responsible to him in the exercise of their functions. The terms and conditions of service of the staff of the Centre shall be established on the basis of those of I.L.O. officials and of the particular requirements of the Centre, and shall be approved by the Board.

6. In selecting the teaching staff of the Centre, due regard shall be paid, subject to the efficiency of the work of the Centre, to the necessity of recruiting persons familiar with the problems of training in developing countries.

7. The Board shall lay down general rules for the selection of fellows.

ARTICLE VI
Finance

1. The budget of the Centre shall be financed from contributions by—
   (a) governments;
   (b) intergovernmental organisations;
   (c) international non-governmental organisations; and
   (d) other sources.

2. The budget of income and expenditure of the Centre shall be drawn up in United States dollars, and contributions to the income budget of the Centre shall be expressed and payable in United States dollars.

3. The Board of the Centre may, in addition, authorise the Director, subject to such instructions as it may issue, to accept contributions, as well as gifts, grants or legacies, made otherwise than as provided for in paragraph 2, provided that they are made for purposes consistent with the objects and functions of the Centre and are in such form as to be readily usable for such purposes.

4. The funds of the Centre shall be invested in accordance with decisions taken by the Chairman of the Board of the Centre after consulting the Investments Committee of the International Labour Organisation.

5. All financial commitments shall be incurred and expenditure effected under the authority of the Director. The appropriate provisions of the Financial Regulations and accompanying rules of the International Labour Organisation shall apply to the financial operations of the Centre, except in so far as special rules may be adopted by the Board on the proposal of the Director and after consultation of the Governing Body of the I.L.O.

6. The funds and assets of the Centre shall be accounted for separately from the assets of the International Labour Organisation.

7. The accounts of the Centre shall be audited by the external auditor of the International Labour Organisation.

ARTICLE VII
Location and Premises

The Centre shall have its headquarters in Turin on premises to be provided under arrangements to be entered into between the International Labour Organisation and the Italian Government.

ARTICLE VIII
Legal Status

1. The Centre shall possess legal capacity and in particular the capacity—
   (a) to contract;
   (b) to acquire and dispose of movable and immovable property;
   (c) to institute legal proceedings.

2. The Centre shall enjoy such privileges and immunities as may be necessary for the fulfilment of its purposes. These privileges and immunities shall be specified in separate arrangements.

ARTICLE IX
Transitional Provisions

Until the organs of the Centre are established, the Director-General of the International Labour Office may, subject to authorisation by the Governing Body of the International Labour Office, take any measures necessary to initiate the operations of the Centre, including financial measures. He shall, in particular, appoint the first Director of the Centre.

ARTICLE X
Amendment of the Statute

This statute may be amended at any time by the Governing Body of the International Labour Office on the recommendation or after consultation of the Board of the Centre.

ARTICLE XI
Dissolution

In the event of the Centre being dissolved, the remaining funds and assets of the Centre shall be used in accordance with instructions to be issued by the Governing Body of the International Labour Office, except to the extent that the disposal of the unspent balances of any contributions made to the Centre may be subject to conditions attached by the donors and accepted by the Director at the time such contributions were made.

ARTICLE XII
Effective Date

This statute shall take effect upon its adoption by the Governing Body of the International Labour Office.
Seventh Item on the Agenda: Geographical Distribution of the Composition of I.L.O. Organs and of the Staff of the Office

1. The report submitted by the Director-General on the geographical distribution of the composition of I.L.O. organs and of the staff of the Office, in response to the resolution concerning the full participation of the member States in the work of the I.L.O. adopted by the International Labour Conference at its 46th (1962) Session was circulated to members of the Governing Body at the 153rd Session (November 1962) but, for lack of time, was deferred for consideration at the 154th Session.

2. At that session the Governing Body decided for the same reason to postpone consideration of the report until the present session.

3. The report, which has been brought up to date to take account of the various changes that have taken place since it was first issued and in which a number of minor corrections have been inserted, is reproduced below.

ANNEX

Text of the Report by the Director-General concerning Geographical Distribution of the Composition of I.L.O. Organs and of the Staff of the Office

Introduction

1. At its 46th (1962) Session the International Labour Conference adopted a resolution concerning full participation of the member States in the work of the International Labour Organisation. In this resolution the Conference, inter alia—

(a) Expresses its confidence that the Director-General will continue to recruit staff in accordance with the principles of selection laid down in the Constitution and the Staff Regulations;

(b) Invites the Governing Body to request the Director-General, in full conformity with the Constitution and Staff Regulations and guided by the principle of the tripartite composition of the Organisation and the autonomy of the Workers' and Employers' groups—

(c) To provide information by number and geographical distribution of the composition of International Labour Organisation organs and of the staff of its Office;

(d) To compare in so far as this is relevant the rules and practice of the International Labour Organisation with those which are followed in the United Nations and the specialised agencies;

(e) On the basis of this information to present his report to the Governing Body for such consideration as it deems appropriate;

2. Further invites the Governing Body to request the Director-General to examine the Career Trainee Programme with a view to considering whether it can be expanded and to report his conclusions to an early session of the Governing Body in the light of the experience of the first year of the operation of the Programme.

3. This report is submitted in response to the above request. Part I deals with the geographical distribution of the composition of the organs of the Organisation, Part II with the geographical distribution of the staff of the Office. The Career Trainee Programme is being examined, and a report will be presented to an early session of the Governing Body.

Part I : Geographical Distribution of the Composition of the Organs of the I.L.O.

4. The two main organs of the International Labour Organisation are the General Conference of representatives of the Members, composed as set out in article 3 of the Constitution, and the Governing Body composed as described in article 7.

5. The General Conference is composed of four representatives of each of the Members, of whom two are Government delegates and the two others represent respectively the employers and the workpeople of each of the Members. Each delegate may be accompanied by advisers, in accordance with the provisions of article 3.

6. The Governing Body at present consists of 40 persons, of whom 20 represent governments, ten the employers and ten the workers. Of the 20 persons representing governments, ten are appointed by the Members of chief industrial importance and ten by the Members selected for that purpose by the Government delegates to the Conference, excluding the delegates of the ten Members mentioned above.

7. From 1922 to 1953 the Constitution provided that six of the 16 governments represented on the Governing Body should be those of non-European States. But, as the Conference Delegation on Constitutional Questions said in its report in 1946, "The geographical distribution of power and influence in the I.L.O., as in international relations generally, has now completely changed, and the Governing Body includes a much larger number of non-European representatives than these constitutional provisions require. The Delegation accordingly recommends that these requirements should be abrogated as obsolete."

The provision was finally deleted in 1953, when government membership of the Governing Body was raised to 20.

8. The persons representing the employers and the persons representing the workers are elected respectively by the Employers' delegates and the Workers' delegates to the Conference. There is a provision that two Employers' representatives and two Workers' representatives must belong to non-European States. This provision is now regarded as redundant and will disappear when the amendment to the Constitution providing for the increase in the size of the Governing Body from 40 to 48 (24 Governments, 12 Employers and 12 Workers) adopted by the 46th Session of the International Labour Conference comes into effect.

1 May 1963. The increase in size referred to in paragraph 8 came into effect on 22 May 1963. See below, Appendix XVII, seventh supplementary report, pp. 104-105.

The persons elected to represent the employers and the workers on the Governing Body are not in any sense representatives of the countries of which they are nationals but are representatives of all employers and all workers of the States Members of the Organisation.

It may be of interest to examine the composition of the Governing Body of the I.L.O. for the period of the Governing Body following each of the 14 elections which have taken place since 1919 up to and including the election for the three years from 1960 to 1963 which occurred during the 145th Session of the Conference in June 1960 (when there were 83 member States), and the deputy membership of the Government group since 1951, when deputy members from that group were first elected at the Conference.

The following points may be noted as a result of this examination:

(a) 45 States have been titular members of the Governing Body for one or more terms during the years 1919-63;
(b) 29 States have been deputy members of the Governing Body for one or more terms during the years 1951-63.
(c) 54 States have therefore so far participated for one or more terms in the work of the Governing Body.

As regards the geographical range of States which compose the titular membership of the Governing Body, a considerable change has taken place over the years. The Governing Body was certainly largely European in membership in 1919 (10 States) but did not become a Member till much later. Altogether, 13 States have figured on the list for one or more terms. The present (1960-63) membership consists of eight European, six American, four Asian and two African States.

13. As regards the States of chief industrial importance, the 1919 list was Belgium, France, Germany, Italy, Japan, Switzerland and United Kingdom (the United States had been named as a State of chief industrial importance but did not become a Member till much later). Altogether, 13 States have figured on the list for one or more terms. The list should be reviewed in the autumn of 1962, before the Governing Body and the association of more substitute members of the important Committee on Standing Orders and the Application of Conventions and Recommendations, (4) the Fact-Finding and Conciliation Commission on Freedom of Association;

(b) Special Bodies, which include—(1) the Asian Advisory Committee, (2) the African Advisory Committee, (3) the Committee of Experts on the Application of Conventions and Recommendations, (4) the Fact-Finding and Conciliation Commission on Freedom of Association;

(c) Industrial Committees and other committees representative of industries or occupations, as follows:


(d) Committee of Experts: Committee of Social Security Experts;


In addition the Governing Body convenes meetings of various kinds for different purposes as need arises, including meetings of the Industrial Committee type for industries not covered by existing Industrial Committees.

Regional conferences covering geographical regions, within limits determined by the Governing Body, are convened from time to time. National delegations are composed in the same way as for the General Conference.

Details of the committees mentioned in paragraph 15, including their composition and present membership, are given in Appendix C.

The important steps which have been taken to enable a better geographical distribution of member States to take part in the work of the Governing Body and the committees associated with it stem from three main decisions:

(a) the increase in the membership of the Governing Body from 32 to 40 in 1953 (20 Governments, ten Employers, ten Workers);
(b) the increase in the number of Government deputy members and provision for their election by the Conference in 1957;
(c) the increase in the size of committees of the Governing Body and the association of a large number of substitute members with their work.

The effects so far of the first two decisions have been shown in paragraphs 11 and 12 above. A further step forward will be taken this year, when, as is to be hoped, the elections for the period 1963-66 will be held on the basis of a Governing Body membership of 48 (24 Governments, 12 Employers and 12 Workers). The elections in 1960, moreover, were held on the basis of a total I.L.O. membership of 83 States. Those of 1963 will be held on the basis of an I.L.O. membership of at least 104, in which case the first time there will be a large number of African member States.

The increase in the size of the committees of the Governing Body and the association of more substitute members with their work may be illustrated by reference to various main committees. For example, the Finance Committee had six Government members in 1948 (three Employers and three Workers, with 12 substitutes), eight Employer members (with six substitutes) and seven Workers (with seven substitutes). Employers' membership has increased from six (with two substitutes) in 1948 to eight (with seven substitutes), while Workers' membership, though remaining at six, has seen its substitutes increased from two to six in 1953. The Committee now has a membership of eight Government members (with nine substitutes), eight Employer members (with six substitutes) and seven Worker members (with six substitutes) as compared with a 1948 membership of three Governments, three Employers (with two substitutes) and three Workers (with three substitutes). Moreover, in 1960 it was decided to set up an Operational Programmes Committee replacing two smaller Committees on Manpower and Employment and on Technical Assistance, with a very broad membership consisting of 14 Government members (with 13 substitutes), seven Employers (with seven substitutes) and seven Workers (with seven substitutes).

It is important to emphasise that, as regards membership of these and other similar standing committees of the Governing Body, deputy members of the Governing Body may, if so designated, serve as full members, the distinction being made between them and titular members for this purpose. For example, the present Government members of the important Committee on Standing Orders and the Application of Conventions and Recommendations...
consist of five deputy members of the Governing Body—Bulgaria, Israel, Peru and the United Arab Republic—and one titular member, Italy. Thus, deputy members of the Governing Body play a full, real and effective part in the work of its committees. In the Governing Body itself they equally have the right to take part in the discussions, though not to vote. The limited extent to which decisions of the Governing Body run counter to recommendations made by its committees is, however, one measure of the extent to which its decisions represent, in a real sense, the collective views not merely of the 40 titular members of the Governing Body but of the wider geographical representation of the deputy members as well. Another arises from the practice of holding meetings of the three groups—Government, Employers and Workers—of views and co-ordination of policies, both at the level of the Governing Body itself and, as need arises, at that of the committees.

23. Turning now to the Industrial Committees and other committees representative of industries or occupations, it will be recalled that their composition was last determined in 1950. At that time the size of most of the committees was increased in modest proportions to enable further countries to take part in their deliberations as full members. Thus, membership of the Inland Transport Committee was increased from 20 to 27, of the Textiles Committee from 21 to 24, of the Petroleum Committee from 16 to 18, of the Board of Civil Engineering and Public Works Committee from 21 to 25 and of the Plantations Committee from 19 to 21.

24. Equally, the Committee of Social Security Experts has recently been considerably increased to 30 Government experts on social security questions in general and ten experts on actuarial questions, plus eight experts nominated by the Director-General after consultation with the Employers' group of the Governing Body and eight experts nominated by the Permanent Inter-American Committee on Social Security, and, as need arises, at that of the committees. These developments have enabled a selection of experts to be made from a very wide range of countries as regards both geographical distribution and systems of social security.

25. The memberships of other committees such as the Committee of Experts on the Application of Conventions and Recommendations, the Joint Maritime Commission and the Permanent Agricultural Committee have all been recently increased and their composition diversified as regards geographical distribution. The memberships of the various national committees of employers, workers and co-operation have also recently been revised with the same object in view.

26. Other noteworthy action has been the setting up in 1950 of the Asian Advisory Committee and in 1958 of the African Advisory Committee, whose task is to advise the Governing Body on the problems arising from their regions on regional aspects of general problems. The creation of these two bodies has resulted—particularly in the case of the African Advisory Committee, which consists of 20 Government, ten Employer and ten Worker members—of the association of many governments, employers and workers in those aspects of the work of the I.L.O. particularly affecting their region; opportunities for such participation have so far been limited, partly because the countries in question have only recently become Members of the International Labour Organisation.

Geographical Distribution in Main Organs of Other International Organisations.

27. The following is a summary of the provisions relating to geographical distribution of the main organs of the United Nations and certain specialised agencies:

(1) United Nations:

(a) Security Council (11 members): There are five permanent members: China, France, U.S.S.R., the United Kingdom and the United States. Members of the Council, both permanent and non-permanent are elected by the General Assembly for two years, due regard being specially paid in the first instance to the geographical representation of Members of the United Nations, to the maintenance of international peace and security and to the other purposes of the Organisation, and also to equitable geographical distribution. The present non-permanent members are Brazil, Ghana, Morocco, Norway, Philippines and Venezuela.

(b) Economic and Social Council (18 members): No reference is made to geographical distribution in regard to the election of members. The present members are Argentina, Australia, Austria, Brazil, Bulgaria, Canada, Colombia, Czechoslovakia, France, India, Italy, Japan, Jordan, El Salvador, Senegal, U.S.S.R., United Kingdom, United States, Uruguay and Yugoslavia.

(2) Food and Agriculture Organisation of the United Nations: Council (27 members): The Conference in selecting members of the Council must give due consideration to the desirability of:

(a) including in its membership a balanced geographical representation of nations interested in the production, distribution and consumption of food and agricultural products;

(b) ensuring the participation in the work of the Council of such member States as contribute in a large measure toward the success of the Organisation;

(c) giving to the greatest possible number of member States an opportunity, by rotation of membership, to serve on the Council.

The present members are Argentina, Australia, Austria, Belgium, Brazil, Canada, Ceylon, Colombia, Chile, Cuba, Denmark, France, India, Indonesia, Iran, Ireland, Italy, Lebanon, Malagasy Republic, Morocco, Nigeria, Pakistan, Panama, Philippines, United Arab Republic, United Kingdom, United States, Uruguay and Yugoslavia.

(3) World Health Organisation: Executive Board (24 members): The World Health Assembly, taking into account an equitable geographical distribution, elects the Members entitled to designate a person to serve on the Board. The present members are Argentina, Canada, Ceylon, Colombia, France, Ghana, Haiti, Iceland, Iraq, Israel, Italy, Japan, Jordan, Korea, Malagasy Republic, Pakistan, Poland, Senegal, Spain, Thailand, Tunisia, U.S.S.R., United Kingdom, United States.

(4) U.N.E.S.C.O.: Executive Board (24 members): The Board is elected by the General Conference from among the delegates appointed by the member States. The Conference must endeavour to include persons competent in the arts, the humanities, the sciences, education and the diffusion of ideas, and qualified by experience and capacity to fulfil the administrative and executive duties of the Board. It must also have regard to the diversity of cultures and a balanced geographical distribution. The present members are Belgium, Brazil, Ceylon, France, Germany, Greece, Indonesia, Japan, Malagasy Republic, Mexico, Morocco, New Zealand, Pakistan, Philippines, Poland, El Salvador, Sweden, Turkey, United Arab Republic, United Kingdom, United States, U.S.S.R., U.S.S.R., United States, Venezuela...

(5) International Civil Aviation Organisation: Council (27 members): In electing members of the Council the Assembly must give adequate representation to—(1) the States of chief importance in air transport; (2) the States not otherwise included which make the largest contribution to the facilities for international civil aviation; and (3) the States not otherwise included whose designation will ensure that all major geographical areas of the world are represented on the Council. The present members are Argentina, Australia, Belgium, Brazil, Canada, Ceylon, Congo (Brazzaville), France, Federal Republic of Germany, India, Indonesia, Italy, Japan, Lebanon, Malagasy Republic, Mexico, Morocco, New Zealand, Pakistan, Philippines, Poland, El Salvador, Sweden, Turkey, United Arab Republic, United Kingdom, United States.

(6) International Atomic Energy Agency: Board of Governors (23 members): The members of the Board of Governors are elected partly by the outgoing Board and partly by the General Conference by a system designed to secure representation on the Board of producers of source materials, members most advanced in the development of peaceful use of atomic energy, members of other international organisations of technical assistance, due regard being paid to equitable geographical representation on the Board as a whole of the prescribed areas. The present members are Argentina,
28. It is not possible, neither would it be appropriate in this report, to draw any strict comparison between the staff of the Governing Body and the organs of the International Labour Organisation and that of the main organs of other international organisations. Members of the Governing Body must also judge for themselves the relation between the terms of reference within which the elections of the main organs of the various international organisations take place and the practical results attained thereby.

29. Nevertheless, the International Labour Conference in relation to the composition of the Governing Body, and the Governing Body in relation to the committees associated with it, may feel entitled to some credit for their gradual progress in meeting the problems raised by the steady and very sharp increase in membership of the Organisation. The limits to the useful size of the Governing Body and the necessity, therefore, of making a selection from among member States to be represented on it, are bound to impose sacrifices upon Members in all areas of the world. The device of deputy membership with the right to participate in the work has helped to meet this situation and to widen geographical distribution.

The enlargement of committees and the association of substitute members with their work has also brought an increased number of officials within the ambit of the Governing Body action. The Asian and African Advisory Committees, together with the regional conferences for various areas of the world, have given increased opportunities of drawing attention on regional problems and of bringing them to the notice of the Governing Body. Finally, the Industrial Committees have given increased opportunities to interested member States to discuss the problems of particular industries or occupations. The elections of 1965 will provide a new opportunity for diversifying geographical distribution both on the Governing Body and on its standing committees.

Part II: Geographical Distribution of I.L.O. Staff

Present Position

30. On 31 March 1963 the I.L.O. had 107 member States, of which 80 were represented on the staff by officials with permanent, indeterminate or fixed-term appointments. On 30 March 1962 the I.L.O. had 102 member States, of which 69 had nationals on the staff. Thus in 12 months the number of member States with nationals on the staff has increased by 11. Competitions for posts are in progress in 18 of the 27 States without nationals. Further details are given in the Statistical Tables.

Appendix D: Distribution of Staff by Nationality at 31 March 1963.

Appendix E: Appointments to and Separations from the Staff during the Period 1 April 1962 to 31 March 1963.

Appendix F: External Competitions in Progress on 31 March 1963 by Country.

I.L.O. Practice

31. The Constitution of the I.L.O. (article 9) and article 4.2 (a) of the Staff Regulations form the basis upon which the staff of the I.L.O. is selected. The fuller provision, that of the Staff Regulations, provides that—

The paramount consideration in the filling of any post shall be the necessity to obtain a staff of the highest standards of competence, efficiency and integrity. Due regard shall be paid to the importance of maintaining a staff selected on a wide geographical basis. Officials shall be selected without distinction as to race, creed or sex. Every official shall be required to possess a fully satisfactory knowledge of one of the working languages of the Organisation.

Further provisions of the Staff Regulations (articles 4.2 (g) and 4.5) and Annex I (Recruitment Procedure) establish an order of priority in which applications shall be considered, fix normal age limits and prescribe educational and other qualifications to be met by candidates. Article 4.3, however, provides that the maintenance of the staff on a wide geographical basis shall not be a consideration in the appointment of officials to posts in the General Secretariat. Officials adds that such posts, which are mainly for clerical, custodial and servicing duties, shall as far as possible be filled by locally recruited officials.

32. The methods of appointment for filling vacant posts are set out in art. 2 of the Staff Regulations. In practice, and leaving aside the posts of Director-General, Deputy Director-General and Assistant Director-General or Treasurers, permanent and indeterminate appointments are made in accordance with the provisions of Division (D.2), Chief of Division (D.1) and Counselor (P.5) are made by transfer, promotion or appointment from outside, without a competition examination; (b) vacancies in the grades below Counselor (P.5) are, as a general rule, filled by transfer, promotion or appointment from outside on the basis of competitive examinations conducted in accordance with the procedures established by Annex I of the Staff Regulations; (c) appointments for a fixed term and short-term appointments for less than one year are not included in the above arrangements.

33. The position of the Director-General in regard to the geographical distribution of staff was stated in his reply to a debate on this report at the 46th Session of the International Labour Conference in 1961 and again by his representative during discussion of the matter in the Resolutions Committee during the 48th Session of the Conference. In these statements he indicated his determination to do everything within his power to ensure a more balanced composition of the staff at all levels in a manner which would not detract from its capacity to enhance the effectiveness of the Organisation and to preserve and reinforce its international character and spirit.

34. He also indicated that for purposes of recruitment the member States had been divided into three groups: a first group composed of States which have no nationals, or which he regards as having too few nationals, on the staff; a second, an intermediate group of States which, in his opinion, have proportionate numbers of nationals on the staff and, third, a group which is considered to have proportionately too few nationals on the staff. Officials shall be selected without distinction as to race, creed or sex. Priority is given to recruitment in the countries in the first group, and appointments are offered to nationals of the countries of the second group only when reasonable efforts to recruit in the first group have proved unsuccessful. Appointments are offered to nationals of countries in the third group only in special circumstances and on the Director-General's personal authorization.

35. The underlying purpose of this arrangement is to ensure that the staff shall include at least one national from each member State, without thereby limiting the number from each State in terms of precise proportions. It has, of course, been necessary to employ some criteria to enable the Director-General to determine whether a State may be regarded as having a sufficient number of nationals on the staff, and he has therefore adopted as a general guide the practice employed by the United Nations until the last session of the General Assembly. Under this practice the "desirable range" of staff for each member State is calculated in accordance with the percentage which each State contributes to the total budget. This percentage is adjusted by 25 per cent. upward and downward to provide a range, except that the 25 per cent. upward adjustment is not accorded to a State whose contribution to the budget is more than 10 per cent.; in the case of the I.L.O., the U.S.S.R., the United Kingdom and the United States have been included in this category. As is noted below, a new formula was adopted by the General Assembly at its 17th Session. The Assembly's resolution did not, however, enter into details about the manner in which this would be applied. The Director-General has requested information on this point from the United Nations. When it is received, it is his intention to consider whether he should adopt the new United Nations practice, or some adaptation of it in determining the range of staff appropriate to each of the member States.

36. These recruitment practices are applied in the case of permanent and indeterminate appointments and in making appointments for a fixed term. A certain measure of flexibility is sometimes necessary in the case of fixed-term appointments to headquarters made under extra-budgetary funds or under temporary credits in connection with the Organisation's operational activities. This is because credits for temporary employment are normally only be made available after the need for the staff has arisen; it is therefore not always possible to undertake widespread prospection for candidates, and the choice must be made from persons whose availability for temporary employment is known as the result of their having made application for employment. The instructions do not apply to appointments conducted in the course of cooperative ventures, or to the programmes of technical co-operation, or to short-term appointments, including such appointments as interpreters and other specially recruited Conference staff.
Practise of Other International Organisations.

38. Before examining the present factual situation as far as the I.L.O. is concerned, it may be desirable to summarise briefly the situation in the United Nations and in the other specialised agencies on the main points referred to in the preceding paragraphs.

(1) Constitutional and Staff Regulations Provisions concerning Geographical Distribution: The United Nations and most of the specialised agencies have provisions of this kind which differ only in detail from the provisions of the I.L.O. Staff Regulations cited in paragraph 31 above.

(2) Criteria for Determining Allocations: At its 17th Session, the General Assembly of the United Nations adopted a new formula for the distribution of staff in the light of geographical considerations: this formula is essentially a ratio for each country's contributions. U.N.E.S.C.O., F.A.O. and I.A.E.A. have systems similar to the one previously in use in the United Nations. Agencies such as W.H.O., I.C.T.U., I.M.O., U.N.D.E.S.C.O. and I.M.C.O. have no system of national allocation or quotas.

(3) Categories of Appointment Subject to Geographical Distribution: Practices differ in detail but, broadly speaking, Professional staff are included in whatever system of apportioning posts is applied, while General Service staff are excluded. Certain exclusions of Professional staff are frequently made, such as short-term appointments, posts outside the regular budget of the organisation concerned, field project appointments, etc., reflecting the special considerations indicated in paragraph 36 of this document.

(4) Linguistic Staff: The special position of linguistic staff is almost everywhere recognised, particularly in the larger organisations, usually by the exclusion of such staff from the rule of geographical distribution.

Difficulties and Possibilities of Redressing Geographical Distribution.

39. The Director-General noted in a statement to the Financial and Administrative Committee of the Governing Body at its 14th Session (March 1961) that he had referred to the Special geographical distribution as long ago as 1956 in presenting his budget proposals for 1957. Before and since that time, he has made every effort to recruit qualified staff in the countries which had no nationals, or too few nationals, on the staff. These efforts, however, have encountered, and continue to encounter, various difficulties.

40. The present geographical distribution of appointments derives from various causes, some of which are historical. For example, the United States, which is felt to have proportionately too few nationals on the staff, joined the Organisation in 1935 at a time when increases were not being made in the establishment. There was therefore a tendency to consider the appointment of United States nationals until the number of posts was increased again after the war. Then and since, however, the conditions of employment which the I.L.O. could offer have not always been such as to attract or hold suitable staff from the United States, or, indeed, from certain other countries. An additional factor has been the need to attract the appointment of nationals of States which had just joined or rejoined the Organisation, including such States as Italy (1945), Federal Republic of Germany (1951), Japan (1951), U.S.S.R. (1954). Given the limited number of vacancies, it is not surprising that the aspirants to the majority of these States were relatively few in number. The difficulty of obtaining suitable candidates has been particularly acute since at least 1956, and so far in 1963, with the prospect that the total will increase still further before the end of the year. Many of these States have expressed the hope that their nationals will be considered for appointment.

41. The possibilities have, as indicated, been limited because the number of new posts during the past ten years has not increased proportionately as rapidly as the membership and because the number of vacancies created by retirement, resignation and other causes is relatively very small. Most of the newly independent States, in the meantime, could not be made available for external recruitment have been limited by the necessity to provide opportunities for professional career advancement for officials already in the Office with the intention of remaining in it until retirement. In this connection it is to be emphasised that the system of Staff Regulations which has been approved by the Governing Body assumes that the Office's staff would be composed of career officials, although it is of course recognised that the nature of the Organisation's programmes will require an annual service for a certain number of specialists employed under fixed-term conditions.

42. Another factor limiting the number of vacancies is the necessity to fill certain Professional category posts, particularly certain posts now classified at the Assistant Director-General level. This is done in consultation with officials who have had substantial experience of the Office or with a knowledge of local conditions or with fluency in both English and French or, indeed, with all these qualifications. Since these abilities are most frequently found among General Service staff, it has been felt to be in the Office's interests to promote a certain number of officials of this category to the Professional category, with the result that the A.M.D. grade and upwards contains a relatively high proportion of nationals from countries such as Italy, France, the United Kingdom and Spain, the countries from which most General Service staff are recruited. The Director-General is giving some consideration to the problem of whether a certain number of posts now classified in the Professional category would not more appropriately be classified in the General Service category, thus widening the promotion opportunities for General Service staff without imperilling the geographical balance in the Professional category.

43. The Director-General does not believe that the need to obtain a staff of the highest standard of efficiency, competence and integrity cannot be reconciled with the requirements that appointments be made on a geographical basis. Nevertheless, it is the case that prospection for candidates takes longer in some countries than in others, and that a wide search may sometimes be necessary before candidates are found combining the necessary technical and linguistic qualifications can be found. It is to be noted that a very substantial part of work performed by the staff consists of drafting various papers such as studies, reports, memoranda, articles, documents for the Conference, the Governing Body and other organs, papers for internal bodies, and external and internal correspondence. It is therefore essential that all staff members have at least a command of either English or French, which are the languages mainly used in the day-to-day work of the Office, and some knowledge of another of the six official languages of the United Nations. The fact that the use of English and French evidently limits the number of suitable applicants from countries where neither English nor French is widely known. The problem could, in fact, be solved if additional languages were admitted as working languages of the communication in the Office, but this solution would impose such substantial additional costs for translation and interpretation services that it cannot be contemplated. The Director-General believes, therefore, that the solution must be found in the direction of the further development of in-service language training at the Office's own expense, so that officials whose mother tongue is neither English nor French may have the benefit of assistance from linguistic specialists.

44. A further handicap to successful recruitment appears to lie in the circumstance that excellent career opportunities are opening up in some countries, particularly in some of the newly independent States, to persons with the qualifications which the Office is seeking, with the result that higher salaries are available to such persons in their own countries that may be in a position to be more competitive. It is to be noted that countries in the course of development sometimes display reluctance to see themselves deprived of the services of highly qualified persons whose abilities are urgently needed at home.

45. The factors to which attention has been drawn above make it clear that a completely equitable geographical distribution of appointments cannot be achieved quickly. The Director-General has resolved, nevertheless, that it shall be attained within the shortest possible period of time.
### Appendix A

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¹ State of chief industrial importance.
² Since 1945, Federal Republic of Germany.
## APPENDIX B

### DEPUTY MEMBERSHIP OF THE GOVERNING BODY

<table>
<thead>
<tr>
<th>Country</th>
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## APPENDIX C

### MEMBERSHIP OF THE GOVERNING BODY

#### AND THE VARIOUS COMMITTEES OF THE I.L.O.

### GOVERNING BODY OF THE INTERNATIONAL LABOUR OFFICE

<table>
<thead>
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<th>(1960-63)</th>
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</table>

**Officers (1962-63):**
- **Chairman:** Mr. Parodi.
- **Vice-Chairmen:** Mr. Waine, Mr. Möri.

**Regular members:**

#### Government group:
- Argentina: Mr. Migone.
- Canada: Mr. Hathorne.
- Ceylon: (The Permanent Secretary, Ministry of Defence and External Affairs).
- China: Mr. Cheng. (Substitute: Mr. Lee.)
- Denmark: (The Minister of Social Affairs (International Relations Division)).
- France: Mr. Parodi. (Substitute: Mr. Hauck.)
- Federal Republic of Germany: Mr. Claussen.
- Ghana: (The Principal Secretary, Ministry of Labour and Social Welfare).
- Italy: Mr. Ago. (Substitute: Mr. Purpura.)
- Japan: Mr. Aoki. (Substitute: Mr. Kudo.)
- Netherlands: (Monsieur le Ministre des Affaires sociales et de la Santé publique).
- Panama: (Sr. Representante de la República de Panamá ante el Consejo de Administración de la O.I.T.).
- Rumania: Mr. Gramanu.
- Tunisia: Mr. Memmi. (Substitute: Mr. Abdeljaouad.)

#### Employers’ group:
- Sir Lewis Burne (Australian).
- Mr. Erdmann (German, Federal Republic).
- Mr. Muñoz de Nadal (Argentinian).
- Mr. Nasr (Lebanese).
- Mr. Pennens (Netherlands).
- Mr. O’Brien (Irish).
- Mr. Rifaat (United Arab Republic).
- Mr. Robinson (Canadian).
- Mr. Wajid Ali (Pakistani).
- Mr. Desmaison (Peruvian).

#### Workers’ group:
- Mr. Becker (Israeli).
- Mr. Borra (Nigerian).
- Mr. Bouadoux (French).
- Mr. De Bock (Belgian).
- Mr. Hernandez (Philippine).
- Mr. Kaplan (Canadian).
- Mr. Farmigiani (Brazilian).
- Mr. Sabrroso Montoya (Peruvian).
- Mr. B. Storti (Italian).

One vacant seat.

*Address for correspondence: pending appointment of permanent representative.*

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1 Address for correspondence, pending appointment of permanent representative.
2 Address for correspondence: no permanent representative appointed.
3 In order of priority.
4 In alphabetical order.
5 Due to the death of Mr. Korte (Netherlands).
Substitutes:

Employers' group:
- Mr. Kuntschen (Swiss)
- Mr. Calheiros Lopes (Portuguese)
- Mr. Isip (Honduran)
- Mr. Vercruyeren (Belgian)
- Mr. Alam (Turkish)
- Mr. Tautner-Markhof (Austrian)
- Mr. Dao (Venezuelan)
- Mr. Ahsour (Tunisian)
- Mr. Abdelmalek (Sudanese)
- Mr. Deneke (Salvadorian)

Workers' group:
- Mr. Shita (Libyan)
- Mr. Krier (Luxembourg)
- Mr. Weissenberg (Austrian)
- Mr. Ben Ezzedine (Tunisian)
- Mr. Hakim (Syrian)
- Mr. Thondaman (Ceylonese)
- Mr. Espinosa Sierra (Colombian)
- Mr. Marcovecchio (Argentinian)
- Mr. Pongault (Congo (Brazzaville))
- Mr. Liang (Chinese)

Committees of the Governing Body of the International Labour Office

Financial and Administrative Committee

Creation: 113th Session of the Governing Body (Brussels, November 1950). At that session, the Governing Body decided to set up this Committee to replace the former Finance Committee provided for under its Standing Orders, the Staff Questions Committee and the Pensions Subcommittee.

Terms of reference. To consider the budget estimates and staff questions; to report to the Governing Body on these questions and on all financial, budgetary and administrative questions concerning the Organisation.

Composition. Originally 19 members; increased to 21 members at the 126th Session (June 1954) of the Governing Body; to 23 members at the 136th Session (June 1960) of the Governing Body:
- The Chairman of the Governing Body (ex officio Chairman of the Committee), eight Governments, eight Employers' and six Workers'.

Note. This Committee has the power to set up ad hoc subcommittees, on a temporary basis, as necessary.

Chairman: The Chairman of the Governing Body.

Government group:
- Canada
- France
- Federal Republic of Germany
- India
- U.S.S.R.
- United Kingdom
- United States
- Venezuela

Substitutes:
- Bulgaria
- China
- Denmark
- Ghana
- Israel
- Italy
- Japan
- Morocco
- Netherlands
- Pakistan

Employers' group:
- Mr. Bergenström (Swedish)
- Sir Lewis Burme (Australian)
- Lord McCorquodale (United Kingdom)
- Mr. Nasri (Lebanese)

Terms of reference. To examine the accommodation needs of the Organisation, plans for meeting these needs and methods of financing the provision of additional accommodation.

Composition. Originally three members (one per group); increased to six members (two per group) at the 122nd Session (May-June 1953) of the Governing Body.

Government group:
- India
- Morocco

Substitute:
- Canada

Employers' group:
- Mr. Bergenström (Swedish)
- Mr. Kuntschen (Swiss)

Substitute:
- Sir Lewis Burme (Australian)

Workers' group:
- Mr. Collison (United Kingdom)
- Mr. Faupl (United States)

Allocations Committee

Creation. 98th Session of the Governing Body (Montreal, May 1946).

Terms of reference. Consideration of questions relating to contributions and to their allocation among the Members of the I.L.O.; reports to the Governing Body on the subject.

Composition. Government representatives only. Originally six members; increased to eight at the 136th Session of the Governing Body (June 1957).

Chairman: To be elected.

Regular members:
- Canada
- Finland
- France
- India
- Rumania
- U.S.S.R.
- United States
- Uruguay

Substitutes:
- Italy
- Panama
- United Kingdom

1 In order of priority.
2 Voting system: Governments and Employers, 3 votes each; Workers, 4 votes each.
3 At its 115th Session (June 1951), the Governing Body decided that this Subcommittee should remain in existence as an ad hoc subcommittee of the Financial and Administrative Committee so long as it was necessary to deal with pending questions.
Committee on Standing Orders and the Application of Conventions and Recommendations

Creation. 113th Session of the Governing Body (Brussels, November 1950); created by fusion of the Standing Orders Committee and the Committee on the Application of Conventions and Recommendations.

Terms of reference. (a) To examine all matters relating to the working of the constitutional provisions concerning the effect given to Conventions and Recommendations, including all questions relating to (i) information and reports on Conventions and Recommendations (articles 19 and 22 of the Constitution), (ii) periodical reports on the working of Conventions in force, (iii) the application of Conventions and Recommendations in non-metropolitan territories (article 35 of the Constitution), and (iv) special problems referred to the Governing Body by the Conference Committee and the Committee of Experts on the Application of Conventions and Recommendations; (b) to consider questions relating to the Standing Orders; (c) to report to the Governing Body on these matters.

Composition. Originally 12 members (four per group); increased to 14 (six Government, four Employers' and four Workers') at the 126th Session of the Governing Body (June 1954).

Chairman: To be elected.

Government group 1:
- Bulgaria
- Israel
- Italy
- Pakistan
- Peru
- United Arab Republic
Substitutes:
- Chile
- Denmark
- Morocco
- United States

Employers' group:
- Mr. KUNTSCHEN (Swiss)
- Lord McCORDQUADE (United Kingdom)
- Mr. MISHIO (Japanese)
- Mr. WAGNER (United States)
Substitutes:
- Mr. WALINK (French)
- Mr. CAMPANELLA (Italian)
- Mr. TATA (Indian)
- Mr. BERGENSTROM (Swedish)
- Mr. YILLANES RAMOS (Mexican)
- Mr. O'BRIEN (Irish)

Workers' group:
- Mr. BOULADOUX (French)
- Mr. DE BOCK (Belgian)
- Mr. KAPLANSKY (Canadian)
- Mr. NIELSEN (Danish)
Substitutes:
- Mr. BEN SEDDIK (Moroccan)
- Mr. STORTI (Italian)
- Mr. HERNANDEZ (Philippine)
- Mr. SABROSO MONTOYA (Peruvian)

Committee on Industrial Committees

Creation. 103rd Session of the Governing Body (December 1947).

Terms of reference. Consideration of the resolutions of Industrial and analogous Committees prior to their submission to the Governing Body; consideration of the programme of activities of these Committees; gradual establishment of a procedure to enable these Committees to fulfil their objects; definition of the part to be played by the Industrial Committees in the general work of the I.L.O. and United Nations.

Composition. Originally nine members (three per group), increased to 12 members (four per group) at the 116th Session of the Governing Body (June 1951), to 16 members (six Government, four Employers' and six Workers') at the 126th Session (June 1954) and to 24 members (eight per group) at the 146th Session (June 1960).

1 Voting system: Governments, 2 votes each; Employers and Workers, 3 votes each.

Chairman: Mr. Clausen (German, Federal Republic).

Government group:
- Argentina
- Federal Republic of Germany
- India
- Italy
- Japan
- U.S.S.R.
- United Kingdom
- United States
Substitutes:
- Chile
- China
- France
- Mexico
- Netherlands
- Rumania
- Tunisia
- Uruguay

Employers' group:
- Mr. Campanella (Italian)
- Mr. Desmaison (Peruvian)
- Mr. Endmann (German, Federal Republic)
- Mr. Fennema (Netherlands)
- Lord McCordquade (United Kingdom)
- Mr. Mishio (Japanese)
- Mr. Rifaat (United Arab Republic)
- Mr. Wagner (United States)
Substitutes:
- Mr. Tata (Indian)
- Mr. Bergenstrom (Swedish)
- Mr. Walline (French)
- Mr. Ghayour (Iranian)
- Mr. Yllanes Ramos (Mexican)
- Mr. Wajj Ali (Pakistani)

Workers' group:
- Mr. Ambekar (Indian)
- Mr. Breemann (German, Federal Republic)
- Mr. Collison (United Kingdom)
- Mr. Faupl (United States)
- Mr. Monk (Australian)
- Mr. Nielsen (Danish)
- Mr. Sabros Montoya (Peruvian)
Substitutes:
- Mr. Pansemla (Pakistani)
- Mr. De Bock (Belgian)
- Mr. Sanchez Madariaga (Mexican)
- Mr. Storm (Italian)
- Mr. Parmigiani (Brazilian)
- Mr. Bouladoux (French)

International Organisations Committee


Terms of reference. Study of the relations of the International Labour Organisation with the other governmental international organisations.

Composition. Originally nine members (three per group), increased to 12 members (four per group) at the 116th Session of the Governing Body (June 1951), to 16 members (six Government, four Employers’ and four Workers’ at the 126th Session (June 1954), to 16 members (six Government, six Employers' and four Workers') at the 136th Session (June 1957) and to 18 members (six per group) at the 146th Session (June 1960).

Chairman: Mr. Slater (United Kingdom).

Government group:
- China
- Netherlands
- Panama
- U.S.S.R.
- United Kingdom
- United States
Substitutes:
- Argentina
- Denmark
- Ghana
- India
- Italy
- Mexico
Committee on Operational Programmes

Creation. 147th Session of the Governing Body (November 1960), to replace the Technical Assistance Committee and the Manpower and Employment Committee.

Terms of reference. To keep under continuous review all aspects of the operational activities of the I.L.O., in whatever technical field or fields they might be carried out and however they might be financed; to assist in the development of a vigorous and balanced operational programme; to co-ordinate work done under the various operational programmes; to consider problems arising in the operational field; to examine priorities; and to review and evaluate the results achieved.

Composition. Twenty-eight members (14 Government, seven Employers' and seven Workers').

Chairman: Mr. Hauck (French).

Government group:
- Argentina
- Canada
- Ceylon
- Denmark
- France
- Ghana
- India
- Italy
- Rumania
- Tunisia
- U.S.S.R.
- United Kingdom
- United States
- Venezuela

Substitutes:
- Bulgaria
- Chile
- China
- Finland
- Federal Republic of Germany
- Israel
- Japan
- Morocco
- Netherlands
- Pakistan
- Panama
- United Arab Republic
- Viet-Nam

Employers' group:
- Mr. Desmaison (Peruvian)
- Mr. Ghayour (Iranian)
- Lord McCorquodale (United Kingdom)
- Mr. Muro de Nadal (Argentinian)
- Mr. Nasr (Lebanese)
- Mr. Riffat (United Arab Republic)
- Mr. Robinson (Canadian)

Substitutes:
- Mr. Wagner (United States)
- Mr. Waline (French)
- Mr. Bergenström (Swedish)
- Mr. Campanela (Italian)
- Mr. Fennema (Netherlands)
- Mr. Achour (Tunisian)
- Mr. Yllanes Ramos (Mexican)

Workers' group:
- Mr. Ahmad (Pakistani)
- Mr. Becker (Israeli)
- Mr. Faupl (United States)
- Mr. Monk (Australian)
- Mr. Parmigiani (Brazilian)
- Mr. Ben Sedik (Moroccan)
- Mr. Storti (Italian)

Substitutes:
- Mr. Amekar (Indian)
- Mr. Borha (Nigerian)
- Mr. Bouladoux (French)
- Mr. Collison (United Kingdom)
- Mr. Hernandez (Philippine)
- Mr. Kaplansky (Canadian)
- Mr. Sabrosa Montoya (Peruvian)
- Mr. Sánchez Madariaga (Mexican)

Committee on Freedom of Association


Terms of reference. (a) To consider, for recommendation to the Governing Body, whether allegations concerning infringements of trade union rights are worthy of examination by the Governing Body; (b) where so determined by the Governing Body, to attempt to secure the consent of the governments concerned to the reference of such cases to the Fact-Finding and Conciliation Commission on Freedom of Association; (c) where a government has refused consent to referral to the Fact-Finding and Conciliation Commission or has not within four months replied to a request for such consent, the Committee shall make recommendations to the Governing Body as to the "appropriate alternative action" it might take.

Composition. Nine members (three per group), including the Officers of the Governing Body when available, and an equal number of substitutes.

Chairman: Mr. Ago (Italian).

Government group:
- Italy
- India
- Mexico

Substitutes:
- France
- Morocco
- Argentina

Employers' group:
- Mr. Ghayour (Iranian)
- Mr. O'Brien (Irish)
- Mr. Waline (French)

Substitutes:
- Mr. Kuntschen (Swiss)
- Mr. Mishiro (Japanese)
- Mr. Bergenström (Swedish)
- Mr. Fennema (Netherlands)
- Mr. Muro de Nadal (Argentinian)
- Mr. Yllanes Ramos (Mexican)

Workers' group:
- Mr. Hernandez (Philippine)
- Mr. Möri (Swiss)
- Mr. Sánchez Madariaga (Mexican)

Substitutes:
- Mr. De Bock (Belgian)
- Mr. Nielsen (Danish)
Committee to Consider the Improvement of the Practical Methods of Working of the International Labour Conference

Creation. 137th Session of the Governing Body (October-November 1957).

Terms of reference. To consider the improvement of the practical methods of working of the International Labour Conference.

Composition. Ten members (four Government, including the Chairman of the Committee, three Employers' and three Workers').

Chairman: Mr. ACO (Italian).

Government group:

Mr. Migone (Argentinian).
Mr. Raza (Pakistani).
Mr. Slater (United Kingdom).

Employers' group:

Mr. Tata (Indian).
Mr. Wagner (United States).
Mr. Wainle (French).

Substitutes:

Mr. Bergenström (Swedish).
Mr. Yllanes Ramos (Mexican).
Mr. Rifaat (United Arab Republic).

Workers' group:

Mr. Möri (Swiss).
Mr. Nielsen (Danish).
Mr. Sánchez Madariaga (Mexican).

Substitute:

Mr. De Bock (Belgian).

REGIONAL ADVISORY COMMITTEES

African Advisory Committee


Terms of reference. To advise the Governing Body on African problems and on African aspects of general problems and in particular to make recommendations concerning the universality of I.L.O. meetings in Africa and the composition and agenda of such meetings.

Composition. Forty members (20 Government, ten Employers', ten Workers'). Of these, 32 members—16 Government, eight Employers' and eight Workers'—must be drawn from States Members of the Organisation in Africa. Subject to this, members are approved as follows: (a) automatic or ex officio members: Government, Employers' and Workers' regular or deputy members of the Governing Body who are nationals of one of the member States in Africa; (b) members elected by the International Labour Conference to complete, with the ex officio members, a total of 12, namely six Government, three Employers' and three Workers'. Those eligible for election are the countries and territories invited to attend the most recent African Regional Conference, or in the case of Employers and Workers nationals of those countries and territories. The electoral colleges consist of the delegates of the member States entitled to attend the African Regional Conference; (c) eight members—four Government, two Employers' and two Workers'—to be nominated by the Governing Body from countries entitled to attend the African Regional Conference. If the total number of members drawn from States Members of the Organisation in Africa under (a) and (b) falls short of 32, the number required to complete this figure will be nominated from among such members under this clause.

The term of office of members of the Committee will in future be three years. The Committee will be reconstituted at the time of the Governing Body elections.

Government members:

Cameroon.
Central African Republic.
Congo (Brazzaville).
Ethiopia.
France.
Ghana.
Guinea.
Liberia.
Malagasy Republic.
Morocco.
Niger.
Nigeria.
Federation of Rhodesia and Nyasaland.
Somalia.
Sudan.
Tanganyika.
Tunisia.
United Arab Republic.
United Kingdom.
Upper Volta.

Employers' members:

Mr. Achour (Tunisian).
Substitute: Mr. Mансour (Moroccan).
Substitute: Mr. Abdalrhman (Malagasy).
Mr. Baan (Ghananian).
Substitute: Mr. Morgan (Sierra Leonian).
Mr. Canning Cooke (Federation of Rhodesia and Nyasaland).
Substitute: Mr. Ducler des Rauches (Mauritanian).
Mr. Jonckheere (Congo (Leopoldville)).
Substitute: Mr. du Coup de Saint-Paul (Congo (Brazzaville)).
Mr. Lechman (Tanganyikan).
Substitute: Mr. Hyde-Clarke (United Kingdom).
Mrs. Moore (Nigerian).
Substitute: Mr. Cooper (Liberian).
Mr. Oka (Ivory Coast).
Substitute: Mr. Bazoche (Senegalese).
Mr. Rifaat (United Arab Republic).
Substitute: Mr. Abdelmonem (Sudanese).
Mr. Waline (French).
Substitute: Mr. Bekombo (Cameroonian).

Workers' members:

Mr. Almamy (Ivory Coast).
Mr. Bo-Boliko (Congo (Leopoldville)).
Mr. Borha (Nigerian).
Mr. Ben Ezedine (Tunisian).
Mr. Mbouya (Kenyan).
Mr. Pongaült (Congo (Brazzaville)).
Mr. Ranivo (Malagasy).
Mr. Sawyerr (Liberian).
Mr. Ben Seidik (Moroccan).
Mr. Sow (Senegalese).

Substitutes:

Mr. Walker-Anguillet (Gabonese).
Mr. Hemma (Upper Volta).
Mr. Jamala (Federation of Rhodesia and Nyasaland).
Mr. Tina (Cameroonian).
Mr. Kassi (Ivory Coast).
Mr. Grant (Sierra Leonian).

Asian Advisory Committee

Creation. 112th Session of the Governing Body (June 1950).

Terms of reference. To advise the Governing Body on Asian problems and on Asian aspects of general problems.

Composition. Sixteen members: eight Government, four Employers', four Workers'. Of these 16, 12 members (six Government, three Employers' and three Workers') must be drawn from States Members of the Organisation within the area, which is the same as that covered by the Asian Regional Conference. Subject to this, members are appointed as follows: (a) automatic or ex officio members: titular Government, Employers' and Workers' members of the Governing Body who are nationals of one of the member States falling within the area; (b) members elected by the International Labour Conference to complete, with the ex officio members, a total of 12, namely six Government, three Employers' and three Workers'. Those eligible for election are the States Members of the Organisation entitled to attend the Asian Regional Conference or, in the case of Employers and Workers, nationals of

1 Elected by the appropriate electoral college at the 45th Session of the International Labour Conference (June 1961).
2 Ex officio member as a member of the Governing Body.
3 Nominated by the Governing Body at its 149th Session (June 1961).
those member States. The electoral colleges consist of the member States entitled to attend the Asian Regional Conference or, in the case of the Employers and Workers, the full electoral colleges, it being understood that nominations will be confined to nationals of those member States; (c) four members (two Government, one Employers' and one Workers') to be nominated by the Governing Body from countries entitled to attend the Asian Regional Conference. If the total number of members drawn from States Members of the Organisation within the area under (a) and (b) falls short of 12, the number required to complete 12 will be nominated from among such members under this clause. The term of office of members of the Committee is three years; the Committee is reconstituted at the time of the Governing Body elections.

Government members:
Australia.¹
Ceylon.²
China.²
France.¹
India.¹
Japan.¹
Pakistan.¹
U.S.S.R.³

Employers' members:
Mr. ISMAIL (Pakistani).³
Mr. MISHIRO (Japanese).³
Mr. PERERA (Malayan).¹
Mr. TATA (Indian).³
Substitutes:
Mr. AYE (Burmese).
Mr. GREVE (Ceylonese).

Workers' members:
Mr. AHMAD (Pakistani).³
Mr. AMBEKAR (Indian).²
Mr. HARAGUCHI (Japanese).¹
Mr. MONK (Australian).³
Substitutes:
Mr. HERNANDEZ (Philippine).
Mr. THONDAMAN (Ceylonese).

INDUSTRIAL COMMITTEES AND OTHER COMMITTEES
REPRESENTATIVE OF INDUSTRIES OR OCCUPATIONS

Industrial Committees
Building, Civil Engineering and Public Works Committee.

Creation. 94th Session of the Governing Body (London, January 1945).
Terms of reference. Consideration of the questions concerning building, civil engineering and public works which are placed by the Governing Body on the agenda of its meetings.
Composition. Representatives of the governments, employers and workers of the countries designated by the Governing Body. The composition of this Committee was last determined by the Governing Body at its 143rd Session (November 1959). A tripartite delegation of the Governing Body.
Representatives of the governments, employers and workers of the following countries:
Argentina,
Australia,
Austria,
Brazil,
Canada,
Chile,
Denmark,
Finland,
France,
Federal Republic of Germany,
India,
Israel,
Italy,
Japan,
Mexico,
Netherlands.

Coal Mines Committee.

Creation. 94th Session of the Governing Body (London, January 1945).
Terms of reference. Consideration of the questions concerning the coal mining industry which are placed by the Governing Body on the agenda of its meetings.
Composition. Representatives of the governments, employers and workers of the countries designated by the Governing Body. The composition of this Committee was last determined by the Governing Body at its 143rd Session (November 1959). A tripartite delegation of the Governing Body.
Representatives of the governments, employers and workers of the following countries:
Australia,
Belgium,
Canada,
Chile,
France,
Federal Republic of Germany,
India,
Italy,
Japan,
Mexico,
Netherlands.

Chemical Industries Committee.

Terms of reference. Consideration of the questions concerning the chemical industry which are placed by the Governing Body on the agenda of its meetings.

Composition. Representatives of the governments, employers and workers of the countries designated by the Governing Body. The composition of this Committee was last determined by the Governing Body at its 143rd Session (November 1959). A tripartite delegation of the Governing Body.

Representatives of the governments, employers and workers of the following countries:

Argentina.
Austria.
Belgium.
Brazil.
Canada.
France.
Federal Republic of Germany.
India.
Israel.
Italy.
Japan.
Mexico.
Netherlands.
Norway.
Sweden.
Switzerland.
Tunisia.
U.S.S.R.
United Kingdom.
United States.

Metal Trades Committee.

Creation. 94th Session of the Governing Body (London, January 1945).

Terms of reference. Consideration of the questions concerning the metal trades which are placed by the Governing Body on the agenda of its meetings.

Composition. Representatives of the governments, employers and workers of the countries designated by the Governing Body. The composition of this Committee was last determined by the Governing Body at its 143rd Session (November 1959). A tripartite delegation of the Governing Body.

Representatives of the governments, employers and workers of the following countries:

Australia.
Belgium.
Brazil.
Canada.
Chile.
Czechoslovakia.
Denmark.
Finland.
France.
Federal Republic of Germany.
India.
Italy.
Japan.
Mexico.
Netherlands.
Norway.
Sweden.
Switzerland.
U.S.S.R.
United Kingdom.
United States.

Textiles Committee.

Creation. 94th Session of the Governing Body (London, January 1945).

Terms of reference. Consideration of the questions concerning the textile industry which are placed by the Governing Body on the agenda of its meetings.

Composition. Representatives of the governments, employers and workers of the countries designated by the Governing Body. The composition of this Committee was last determined by the Governing Body at its 143rd Session (November 1959). A tripartite delegation of the Governing Body.

Representatives of the governments, employers and workers of the following countries:

Argentina.
Australia.
Austria.
Belgium.
Brazil.
Canada.
China.
Denmark.
Finland.
France.
Federal Republic of Germany.
India.
Israel.
Italy.
Japan.
Mexico.
Netherlands.
Pakistan.
Sweden.
Switzerland.
U.S.S.R.
United Arab Republic.
United Kingdom.
United States.
Uruguay.

Petroleum Committee.

Creation. 94th Session of the Governing Body (London, January 1945).

Terms of reference. Consideration of the questions concerning the petroleum industry which are placed by the Governing Body on the agenda of its meetings.

Composition. Representatives of the governments, employers and workers of the countries designated by the Governing Body. The composition of this Committee was last determined by the Governing Body at its 143rd Session (November 1959). A tripartite delegation of the Governing Body.

Representatives of the governments, employers and workers of the following countries:

Argentina.
Austria.
Brazil.
Burma.
Canada.
China.
France.
Federal Republic of Germany.
India.
Indonesia.
Iran.
Italy.
Japan.
Mexico.
Netherlands.
Peru.
Turkey.
U.S.S.R.
United Kingdom.
United States.
Venezuela.

Inland Transport Committee.

Creation. 94th Session of the Governing Body (London, January 1945).

Terms of reference. Consideration of the questions concerning inland transport which are placed by the Governing Body on the agenda of its meetings.

Composition. Representatives of the governments, employers and workers of the countries designated by the Governing Body. The composition of the Committee was last determined by the Governing Body at its 143rd Session (November 1959). A tripartite delegation of the Governing Body.
Representatives of the governments, employers and workers of the following countries:

Argentina.
Australia.
Austria.
Belgium.
Brazil.
Burma.
Canada.
China.
France.
Federal Republic of Germany.
India.
Italy.
Japan.
Malaya.
Mexico.
Morocco.
Netherlands.
New Zealand.
Norway.
Pakistan.
Poland.
Sweden.
Switzerland.
Turkey.
U.S.S.R.
United Kingdom.
United States.
Uruguay.

Committee on Work on Plantations.

Creation. 107th Session of the Governing Body (December 1948).

Terms of reference. Consideration of the basic questions common to workers on plantations as a whole and suggestion of appropriate methods of action by the International Labour Organisation. Consideration of appropriate methods to ensure within the International Labour Organisation consideration of the problems peculiar to plantation workers employed in cultivating various kinds of crops.

Composition. Representatives of the governments, employers and workers of the countries designated by the Governing Body. The composition of the Committee was last determined by the Governing Body at its 143rd Session (November 1959). A tripartite delegation of the Governing Body.

Representatives of the governments, employers and workers of the following countries:

Argentina.
Belgium.
Brazil.
Burma.
Ceylon.
China.
Costa Rica.
Cuba.
Ecuador.
France.
Honduras.
India.
Indonesia.
Malaya.
Mexico.
Pakistan.
Peru.
Philippines.
Portugal.
United Arab Republic.
United Kingdom.

Permanent Agricultural Committee.

Creation. 74th Session of the Governing Body (April 1936). This Committee was re-established at the 95th Session of the Governing Body (Quebec, June 1945) and reconstituted in its present form at the 118th and 120th Sessions of the Governing Body (March and November 1952).

Terms of reference. To act as the liaison body with the agricultural world and to give advice to the Governing Body with respect to problems relating to agricultural labour.

Composition. Three representatives of the Governing Body (one per group); 12 experts appointed after consultation with the governments concerned; six experts appointed after consultation with the Employers’ group of the Governing Body; six experts appointed after consultation with the Workers’ group of the Governing Body.

Representatives of the governments, employers and workers of the following countries:

Austria.
Belgium.
Brazil.
Ceylon.
Chile.
Cuba.
France.
Federal Republic of Germany.
Greece.
India.
Israel.
Japan.
Mexico.
Norway.
Philippines.
Sweden.
U.S.S.R.
United Arab Republic.

Note. This committee may be subdivided into subcommittees according to the nature of the questions placed on its agenda.

Historical background. At its 12th Session (Rome, April 1922) the Governing Body decided to set up, in pursuance of a resolution adopted at the Third Session of the International Labour Conference, an Advisory Agricultural Committee to study questions relating to agriculture. A joint Committee of six members, consisting of the Chairman and two members of the Governing Body and three persons appointed by the International Institute of Agriculture, was to study the methods by which the other members might be appointed and to define exactly the distribution of work between the I.L.O. Committee and the International Institute of Agriculture. The Advisory Agricultural Committee was not set up until the 14th Session of the Governing Body (October 1922), the Governing Body having decided to wait for the opinion of the Permanent Court of International Justice upon the competence of the International Labour Organisation in relation to agri-

Other Committees Representative of Industries and Occupations

Advisory Committee on Salaried Employees and Professional Workers.


Terms of reference. Consideration of questions concerning the conditions of work and life of salaried employees and professional workers which are placed by the Governing Body on the agenda of its meetings.

Composition. Representatives of the governments, employers and workers of the countries designated by the Governing Body. The composition of this Committee was last determined by the Governing Body at its 143rd Session (November 1959). A tripartite delegation of the Governing Body.

Historical background. At its 35th Session (March-April 1927) the Governing Body set up an Advisory Committee on Intellectual Workers composed of representatives of the three groups of the Governing Body, of the International Institute of Intellectual Co-operation and of intellectual workers and employers.

At its 45th Session (May 1929) the Governing Body also set up an Advisory Committee on Salaried Employees composed of a representative of each group of the Governing Body, two representatives of employers, and nine representatives of workers.

Note. This committee may be subdivided into subcommittees according to the nature of the questions placed on its agenda.

Representatives of the governments, employers and workers of the following countries:

Argentina.
Belgium.
Brazil.
Ceylon.
China.
Cuba.
France.
Federal Republic of Germany.
Greece.
India.
Israel.
Japan.
Mexico.
Norway.
Philippines.
Sweden.
U.S.S.R.
United Kingdom.
United States.
Uruguay.

Committee on Trade Unions.

Creation. 107th Session of the Governing Body (December 1948).

Terms of reference. Consideration of matters relating to the relations between the International Labour Organisation and the trade unions, including the problems arising in connection with the application of the conventions and recommendations of the International Labour Organisation to the activities of trade unions.

Composition. Representatives of the governments, employers and workers of the countries designated by the Governing Body. The composition of the Committee was last determined by the Governing Body at its 143rd Session (November 1959). A tripartite delegation of the Governing Body.

Representatives of the governments, employers and workers of the following countries:

Argentina.
Belgium.
Brazil.
Burma.
Ceylon.
China.
Costa Rica.
Cuba.
Ecuador.
France.
Honduras.
India.
Indonesia.
Malaya.
Mexico.
Pakistan.
Peru.
Philippines.
Portugal.
United Arab Republic.
United Kingdom.

Historical background. At its 101st Session (October 1947) the Governing Body set up a Committee comprising representatives of the governments, employers and workers of the countries designated by the Governing Body. The composition of this Committee was last determined by the Governing Body at its 143rd Session (November 1959). A tripartite delegation of the Governing Body.

Permanent Agricultural Committee.

Creation. 74th Session of the Governing Body (April 1936). This Committee was re-established at the 95th Session of the Governing Body (Quebec, June 1945) and reconstituted in its present form at the 118th and 120th Sessions of the Governing Body (March and November 1952).

Terms of reference. To act as the liaison body with the agricultural world and to give advice to the Governing Body with respect to problems relating to agricultural labour.

Composition. Three representatives of the Governing Body (one per group); 12 experts appointed after consultation with the governments concerned; six experts appointed after consultation with the Employers’ group of the Governing Body; six experts appointed after consultation with the Workers’ group of the Governing Body.

Representatives of the governments, employers and workers of the following countries:

Argentina.
Belgium.
Brazil.
Ceylon.
China.
Cuba.
France.
Federal Republic of Germany.
Greece.
India.
Israel.
Japan.
Mexico.
Norway.
Philippines.
Sweden.
U.S.S.R.
United Kingdom.
United States.
Uruguay.

Note. This committee may be subdivided into subcommittees according to the nature of the questions placed on its agenda.

Historical background. At its 12th Session (Rome, April 1922) the Governing Body decided to set up, in pursuance of a resolution adopted at the Third Session of the International Labour Conference, an Advisory Agricultural Committee to study questions relating to agriculture. A joint Committee of six members, consisting of the Chairman and two members of the Governing Body and three persons appointed by the International Institute of Agriculture, was to study the methods by which the other members might be appointed and to define exactly the distribution of work between the I.L.O. Committee and the International Institute of Agriculture. The Advisory Agricultural Committee was not set up until the 14th Session of the Governing Body (October 1922), the Governing Body having decided to wait for the opinion of the Permanent Court of International Justice upon the competence of the International Labour Organisation in relation to agri-
culture. In 1936 the Governing Body at its 75th Session transformed the Advisory Agricultural Committee into the Permanent Agricultural Committee in order to give effect to a resolution adopted by the 15th Session of the International Labour Conference.

**Members:**

Mr. ASEMA (Ghanaian).¹
Mr. AZIZ (Malayan).²
Mr. BHIDE (Indian).³
Mr. BOYEV (U.S.S.R.).²
Mr. CASTILLO PLEIGO (Mexican).²
Mr. CHAGNON (Canadian).³
Mr. CHEEMA (Pakistani).³
Mr. COLLISON (United Kingdom).³
Mr. CONIL-LACOSTE (French).³
Mr. DINA (Cameroonian).²
Mr. DU COFF (United States).³
Mr. EVELPIDIS (Greek).³
Mr. FILALI (Tunisian).²
Mr. FERRERO (Peruvian).³
Mrs. GROSZ (Polish).³
Mr. HALME (Finnish).³
Mr. HALPERIN (Israeli).³
Mr. HEFNAWI (United Arab Republic).³
Mr. KANG TAIWAN (Chinese).³
Mr. LARCHEVÈQUE (French).³
Mr. MACIHELSEN (Belgian).³
Mr. MISSERVILLE (Italian).²
Mr. MONTEIRO (Brazilian).³
Mr. SCHMALZ (German, Federal Republic).³
Mr. VIVANCO (Argentinian).³
Mr. WILSON (United States).³
Mr. WOOLLEY (United Kingdom).³
Mr. ZAREDI (Iranian).³

**Joint Maritime Commission.**

**Creation.** Third Session of the Governing Body (London, March 1920).

**Terms of reference.** Study of questions relating to maritime employment placed on the agenda of its sessions by the Governing Body.

**Composition.** Two representatives of the Governing Body appointed respectively on the proposal of the Employers' group and the Workers' group; 15 Shipowner members and 15 Seafarer members, plus five deputy Shipowner members and five deputy Seafarer members, appointed by the Shipowners' group and Seafarers' group of the International Labour Conference on the occasion of a maritime session; the Chairman of the Governing Body is ex officio Chairman of the Commission.

**Historical background.** Originally composed of 12 members, i.e. five Shipowners, five Seafarers and two members chosen by the Governing Body, the membership has since been increased on several occasions to nine regular members and five deputy members per group by decision of the Governing Body at its 79th Session (May 1937); to 12 regular members and five deputy members per group at the 99th Session of the Governing Body (Montreal, September 1946); and to 15 regular members and five deputy members per group (its present composition) at the 121st Session of the Governing Body (March 1953).

**Chairman:** The Chairman of the Governing Body.

**Representatives of the Governing Body:**

**Employers' group:** Mr. CAMPANELLA (Italian).
Substitute: Mr. MISHIRO (Japanese).

**Workers' group:** Mr. DE BOCK (Belgian).
Substitute: Mr. MÖR (Swiss).

**Regular members:**

**Shipowners:**
Mr. TREVELLA (Australian).⁴
Mr. DUFOUR (Belgian).⁴
Mr. MEARNS (Canadian).⁶
Mr. WENZELL (Danish).
Mr. HALLBERG (Finnish).

**Seafarers:**
Mr. MARCHEGAY (French).
Mr. SCHULZ (German, Federal Republic).
Mr. LYRAS (Greek).
Mr. KUMANA (Indian).
Mr. TAMAGATA (Japanese).
Mr. DE GRAAF (Netherlands).
Captain LOENNECHEN (Norwegian).
Viscount DE BOTELHO (Portuguese).
Sir Richard SWEDDEN (United Kingdom).
Mr. CASEY (United States).

**Seafarers:**
Mr. BANKS (Canadian).
Mr. CASSIERS (Belgian).
Mr. VAN DRIEL (Netherlands).
Mr. FOX (New Zealand).
Mr. HALL (United States).
Mr. HILDERBRAND (German, Federal Republic).
Mr. LAGORIO (Italian).
Mr. NISHIMAKI (Japanese).
Mr. PETROULIS (Greek).
Mr. PHILLIPS (French).
Mr. RANDERI (Indian).
Mr. SCOTT (United Kingdom).
Mr. SONSTEBY (Norway).
Captain TENNANT (United Kingdom).
Mr. THORE (Swedish).

**Deputy Members:**

**Shipowners:**
Mr. REUTERSKJÖLD (Swedish).
Mr. BONFANTI (Italian).
Mr. CARVALHO (Brazilian).
Lieut.-Commander GÓMEZ ORTEGA (Argentinian).
Mr. SA (Chinese).

**Seafarers:**
Mr. ÅKesson (Swedish).
Mr. BARASH (Israeli).
Mr. KHATIB (Pakistani).
Mr. DE VRIES (Netherlands).
Mr. WALLAR (Finnish).

**Tripartite Subcommittee on Seafarers' Welfare.**

**Creation.** 130th Session of the Governing Body (November 1955).

**Terms of reference.** To examine the problems of seafarers' welfare on an international basis.

**Composition.** Originally 15 members: five Government members nominated by the Government group of the Governing Body; five Shipowners' and five Seafarers' members nominated respectively by the Shipowners' and Seafarers' groups of the Joint Maritime Commission. Increased to 17 members at the 141st Session of the Governing Body (March 1959); seven Governments, five Employers, five Workers.

**Historical background.** This Subcommittee was established in pursuance of a resolution adopted by the Joint Maritime Commission at its 18th Session (Paris, October 1955).

**Government members:**
Argentina.
India.
Italy.
Japan.
Norway.
United Kingdom.
United States.

**Shipowners' members:**
Mr. DE GRAAF (Netherlands).
Captain LOENNECHEN (Norwegian).
Mr. MARCHEGAY (French).
Mr. KUMANA (Indian).
Sir Richard SWEDDEN (United Kingdom).

**Seafarers' members:**
Mr. VAN DRIEL (Netherlands).
Mr. HAWK (United States).
Mr. RANDERI (Indian).
Captain TENNANT (United Kingdom).
Mr. WALLAR (Finnish).
Substitute: Mr. HILDERBRAND (German, Federal Republic).

¹ Appointment expires June 1963.
² Appointment expired March 1963.
³ Appointment expired May 1956.
⁴ Selected at the 41st (Maritime) Session of the Conference (April-May 1955).
⁵ Appointed at the 149th Session of the Governing Body (June 1961).
⁶ Selected at the 41st (Maritime) Session of the Conference (April-May 1955).
COMMITTEES OF EXPERTS

Committee of Social Security Experts

Creation. 102nd Session of the Governing Body (June 1947).

Terms of reference. To assist the I.L.O. in the study of social security questions and in the co-ordination of the activities of various international institutions and bodies concerned with such questions.

Composition. Thirty Government experts on social security questions in general and ten experts on actuarial questions, drawn from the following countries:

Social security in general:
- Argentina
- Australia
- Belgium
- Brazil
- Burma
- Canada
- Congo (Leopoldville)
- Costa Rica
- Czechoslovakia
- Denmark
- France
- Federal Republic of Germany
- India
- Israel
- Italy
- Japan
- Mexico
- Netherlands
- Philippines
- Rumania
- Senegal
- Spain
- Sweden
- Tunisia
- Turkey
- U.S.S.R.
- United Arab Republic
- United Kingdom
- United States
- Uruguay

Actuarial questions:
- Austria
- Chile
- Ecuador
- France
- India
- Italy
- Norway
- Poland
- Switzerland
- United States

Eight experts nominated by the Director-General after consultation with the Employers’ group of the Governing Body and eight experts similarly nominated after consultation with the Workers’ group.

Two experts nominated by the International Social Security Association and two experts nominated by the Permanent Inter-American Committee on Social Security.

Historical background. This Committee, first set up in 1921, was set up again as a correspondence committee by the Governing Body at its 102nd Session (June 1947). At its 109th Session (December 1948) the Governing Body changed the Correspondence Committee into a permanent committee, under its present name. At its 131st Session (March 1956) the Governing Body reappointed the Committee on the basis of 26 Government experts on social security in general and eight experts on actuarial questions, plus five experts nominated by the Director-General, two experts nominated by the International Social Security Association and two experts nominated by the Permanent Inter-American Committee on Social Security. At its 150th Session (November 1961) the size of the Committee was increased to take account of the increase in the membership of the Organisation, and it received its present composition.

The Government experts on social security questions in general and those on actuarial questions constitute two different panels whose members do not, in principle, meet at the same time.

Members*:

Experts on social security in general:
- Mr. Aralov (U.S.S.R.)
- Mr. Atundu (Congo (Leopoldville))
- Mr. Ball (United States)
- Mr. Balma (Tunisian)
- Mr. Barjot (French)
- Mr. Caporaso (Italian)
- Mr. Cardoso de Oliveira (Brazilian)
- Mr. Delfrére (Belgian)
- Mr. Etem (Turkish)
- Mr. Etala (Argentinian)
- Mr. Goedes (Australian)
- Mr. Huerta Maldonado (Mexican)
- Mr. Jantz (German, Federal Republic)
- Mr. Juhl-Christensen (Danish)
- Mr. El-Kadi (United Arab Republic)
- Mr. Kramp (Philippine)
- Mr. Lotan (Israeli)
- Mr. Martinez Orozco (Spanish)
- Mr. Maurer (Rumanian)
- Mr. Menes Garcia (Uruguayan)
- Mr. Michanek (Swedish)
- Mr. Padilla Castro (Costa Rican)
- Mr. Patterson (United Kingdom)
- Mr. Rajan (Indian)
- Mr. Sein Myint (Burmese)
- Mr. Surtaka (Japanese)
- Mr. Van de Ven (Netherlands)
- Mr. Vermot (Senegalese)
- Mr. Willard (Canadian)

Experts on actuarial questions:
- Mr. Coppini (Italian)
- Mr. Gonzalez Bustos (Chilean)
- Mr. Kaiser (Swiss)
- Mr. Kneisl (Austrian)
- Mr. Myers (United States)
- Mr. Natesan (Indian)
- Mr. Netter (French)
- Mr. Ramholt (Norwegian)
- Mr. Rush Orellana (Ecuadorian)
- Mr. Wantowski (Polish)

Experts nominated after consultation with the Employers’ group of the Governing Body:
- Mr. Abts (Belgian)
- Mr. Aye (Burmese)
- Mr. Bellaci (Italian)
- Mr. Doherty (United States)
- Mr. Honey (United Kingdom)
- Mrs. Seeuws (French)
- Mr. Tutschka (Austrian)
- Mr. Végas-Garzón (Uruguayan)

Experts nominated after consultation with the Workers’ group of the Governing Body:
- Mr. Cruickshank (United States)
- Mr. Dale (United Kingdom)
- Mr. Gatinrel (French)
- Mr. Kaney (Israeli)
- Mr. Macín (Mexican)
- Mr. Madicio (Philippine)
- Mr. Melas (Austrian)
- Mr. Soumah (Senegalese)

Experts nominated by the International Social Security Association:
- Mr. Dejardin (Belgian)
- Mr. Michel (French)

Experts nominated by the Permanent Inter-American Committee on Social Security:
- Mr. Fournier Guévara (Costa Rican)
- Mr. González Bustos (Chilean)

Committee of Experts on the Application of Conventions and Recommendations

Creation. 103rd Session of the Governing Body (December 1947).

Terms of reference. To examine—(a) the annual reports required by article 22 of the Constitution dealing with the measures taken by Members to give effect to the provisions on 31 December 1964.

* The term of appointment of the members of the Committee expires on 31 December 1964.
of the Conventions to which they are parties, together with the information given by Members concerning the results of inspections; (b) the information and reports concerning the Conventions and Recommendations communicated by Members in accordance with article 19 of the Constitution; (c) the information and reports on the measures taken by Members under article 35 of the Constitution.

**Composition.** A limited number of experts appointed by the Governing Body on the proposal of the Director-General. Appointments are for a term of three years and are renewable.

**Historical background.** This Committee originated in Article 408 of the Treaty of Versailles. At its Second Session (Paris, January 1920) the Governing Body had set up a Committee of Inquiry on Article 408 which later became known as the Committee on Article 22 of the Constitution of the International Labour Organisation, then, by decision of the Governing Body at its 33rd Session (October 1926), as the Committee of Experts for the Application of Conventions. At the 103rd Session of the Governing Body the title and terms of reference of this Committee were modified in consequence of the revision of the Constitution of the International Labour Organisation.

**Experts:**

- Sir Grantley Adams (Barbados).
- Baron van Asbeck (Netherlands).
- Mr. Battifol (French).
- Mr. Beitzke (German, Federal Republic).
- Mr. Cardani (Lebanese).
- Mr. Forsten (Slovak).
- Mr. García Sayar (Peruvian).
- Mr. Gubinski (Polish).
- Mr. Herzog (United States).
- Mr. Kirkaldy (United Kingdom).
- Mr. Korovin (U.S.S.R.).
- Mr. Kuriyama (Japanese).
- Sir Ramaswami Mudgal (Indian).
- Mr. Rodríguez Quiro (Portuguese).
- Mr. Ruegger (Swiss).
- Mr. Ruiz Moreno (Argentinian).

**PANELS OF CONSULTANTS**

**Panel of Consultants on the Problems of Young Workers**

**Creation.** 142nd Session of the Governing Body (March 1959).

**Terms of reference.** To assist the Office in its work relating to young workers.

**Composition.** Originally 27 members: nine members representing government views and experience, selected from designated countries, and nine Employer and nine Worker members, selected after consultation of the Employers' and Workers' groups of the Governing Body. Appointments are for a period of five years. At its 153rd Session (November 1962) the Governing Body enlarged the Panel by deciding to appoint 18 additional members (six after consultation with each of the three groups), making a total of 45 members.

**Government consultants:**

- Mrs. Gómez (Mexican).
- Mrs. Peterson (United States).
- Mr. Lévy-Bruhl (French).
- Mrs. Oba (Japanese).
- Mr. Pacheco de Oliveira (Brazilian).
- Mrs. El-Sheshini (United Arab Republic).
- Mrs. Parmanand (Indian).
- Mrs. Vystavkina (U.S.S.R.).
- Mr. Edwards (United Kingdom).

(One consultant each from Burma, Canada, Czechoslovakia, Nigeria, Norway and Tunisia, in respect of whom consultations are not yet completed.)

**Employers' consultants:**

- Miss Fellier (Swiss).
- Mr. Gokhale (Indian).
- Mr. Hauser (Austrian).
- Mr. Lindström (Swedish).
- Mrs. Nousbaum (French).
- Mrs. Patterson (United States).
- Mr. Pla Rodríguez (Uruguayan).
- Mr. Ramaccini (Italian).
- Mrs. Stres (German, Federal Republic).

(Six additional consultants, in respect of whom consultations are not yet completed.)

**Substitutes:**

- Mr. Sison (Philippine).
- Mr. Swarttouw (Netherlands).

**Workers' consultants:**

- Miss Anderson (Mexican).
- Mrs. Davis (United States).
- Mrs. Ekendahl (Swedish).
- Miss Kara (Indian).
- Mrs. Müebel (South African).
- Mrs. Ratsbaraarbe (Malagasy).
- Mrs. Simonon (Israeli).
- Mrs. Troisgros (French).
- Mrs. Weber (German, Federal Republic).

(Six additional consultants, in respect of whom consultations are not yet completed.)

**Panel of Consultants on the Problems of Young Workers**

**Creation.** 144th Session (March 1959) and 147th Session (November 1960) of the Governing Body.

**Terms of reference.** To assist the Office in its work relating to young workers.

**Composition.** A certain number of consultants nominated after consultation with governments, with the Employers' group of the Governing Body, the Workers' group of the Governing Body and with international non-governmental organisations concerned with the needs and problems of young workers. Appointments are for a period of five years.

**Members:**

- Mr. Abele (Swiss).
- Mr. Ahmad (Malayan).
- Miss Arnold (World Young Women's Christian Association).
- Mr. Aye (Burmeese).
- Mr. Clark (United States).
- Mr. Colloomb (French).
- Mr. Dinh-Van-Tân (Vietnamese).
- Mr. Duda (German, Federal Republic).
- Mr. Emmanuell (Malayan).
- Mr. Evans (United Kingdom).
- Mr. El-Gohari (United Arab Republic).
- Mr. Greve (Ceylonese).
- Mr. Gulcher (Netherlands).
- Mr. Halden (Swedish).
- Mr. Hicter (Belgian).
- Mr. Kholomovoy (U.S.S.R.).
- Mr. Lariccia (Italian).
- Mr. Larson (United States).
- Mr. Level Osuna (Venezuelan).
- Mr. Lorenzetti (Argentinian).
- Mr. Lorenzo (Philippine).
- Mr. Lujär (International Young Christian Workers).
- Mr. Martínez Vivot (Argentinian).
- Mr. McMillen (Canadian).
- Licuit-Colonel Tin (Burmeese).
- Mr. Nampua (Tanganyikan).
- Mr. Otmann (World Assembly of Youth).
- Miss Piguet (French).
- Mr. Qadir (Indian).
- Mr. Sessions (United States).
- Mr. Sern Salmne (Moroccan).
- Mr. Ström (Swedish).
- Mr. Tarnaud (French).
- Mr. Tortoza (Venezuelan).
- Mr. Tovgar (Turkish).
- Mr. Van Baked (Netherlands).
- Mr. Velasquez (Mexican).
- Mr. Vukasanovic (Yugoslav).

1 Appointment expires in 1965.
2 Appointment expires in March 1966.
3 Appointment expires in June 1964.
4 The term of appointment of the members of the Panel expires in March 1966.
Panel of Consultants on Co-operation

Creation. 147th Session of the Governing Body (November 1960).

Terms of reference. To assist the Office in its work in the field of co-operation.

Composition. Twenty-five to thirty members possessing expert knowledge and experience in regard to the various problems of co-operative organisation, selected from the various regions. Appointments are for a period of five years.

Members:
- Mr. AMER (United Arab Republic).
- Mr. BATAYE (Nigerian).
- Miss DIGBY (United Kingdom).
- Mr. DREJER (Danish).
- Mr. DYER (Tanganyikan).
- Mr. GARFUNKEL (Israeli).
- Mr. GODDARD (Burmese).
- Mr. HADIWINOTO (Indonesian).
- Mr. HASSELMANN (German, Federal Republic).
- Mr. HIRSCHFELD (French).
- Mr. HOYNDEN (Japanese).
- Mr. HUSSAIN (Pakistani).
- Mr. LAIDLAW (Canadian).
- Mr. MAIRE (Swiss).
- Mr. MALFETTANI (Italian).
- Mr. MEDOU (Cameroonian).
- Mr. MILLER (United States).
- Mr. MOURA (Brazilian).
- Mr. NACIRI (Moroccan).
- Mr. PANZONI (Argentinian).
- Mr. PUENTE (Mexican).
- Mr. RYAN (Indian).
- Mr. SURRIDGE (United Kingdom).
- Mr. UZGÖREN (Turkish).
- Mr. VAKOV (Bulgarian).
- Mr. VICENS (Puerto Rican).
- Mr. VUČKOVIĆ (Yugoslav).

Panel of Consultants on Indigenous and Tribal Populations


Terms of reference. To assist the Office in its work relating to indigenous and tribal populations.

Composition. Eighteen members selected from designated countries. Appointments are for a period of three years.

Members:
- Mr. ABDALLA (Sudanese).
- Mr. AGUIRRE BELTRAN (Mexican).
- Mr. AKKAM (Syrian).
- Mr. AL-WAHAB (Iraqi).
- Mr. BEAGLEHOLE (New Zealand).
- Mr. CASTILLO (Philippine).
- Mr. CHANDA (Indian).
- Mr. CHOWDHURY (Pakistani).
- Mr. DARCY RIBEIRO (Brazilian).
- Mr. TORRES GOITIA (Bolivian).
- Mr. VICENS (Puerto Rican).
- Mr. VUCKOVIC (Yugoslav).

*Appointment expires in June 1965.
*Appointment expires in March 1965.

APPENDIX D

DISTRIBUTION OF STAFF BY NATIONALITY ON 31 MARCH 1963

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<th>Country</th>
<th>Permanent and indeterminate staff</th>
<th>Director and Principal Officer category</th>
<th>Fixed-term officials on permanent and indeterminate posts</th>
<th>Fixed-term officials on temporary credits</th>
<th>Total of first five columns</th>
<th>Desirable range of appointments</th>
<th>Short-term and fixed-term field project staff</th>
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*Includes short-term staff on fixed-term conditions.
*The "desirable range" is calculated on the basis of the allocation of the 1963 budget and a total of 343 posts available for permanent and indeterminate international recruitment and 40 appointments against temporary credits.
### DISTRIBUTION OF STAFF BY NATIONALITY ON 31 MARCH 1963 (concl.)

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<th>Country</th>
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<td>Venezuela</td>
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<td>Viet-Nam</td>
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<td>9</td>
<td>29</td>
<td>401</td>
<td>48</td>
<td>46</td>
<td>533</td>
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* Includes short-term staff on fixed-term conditions. The "desirable range" is calculated on the basis of the allocation of the 1963 budget and a total of 543 posts available for permanent and indeterminate international recruitment and 40 appointments against temporary credits.
### APPENDIX E

**APPOINTMENTS TO AND SEPARATIONS FROM THE STAFF DURING THE PERIOD**

**1 APRIL 1962 TO 31 MARCH 1963**

<table>
<thead>
<tr>
<th>Country</th>
<th>Permanent and indeterminate officials</th>
<th>Fixed-term officials</th>
</tr>
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<tbody>
<tr>
<td></td>
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<td>Separations</td>
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<tr>
<td>Argentina</td>
<td></td>
<td></td>
</tr>
<tr>
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<td>+ 2</td>
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</tr>
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<tr>
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</tr>
<tr>
<td>Chile</td>
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<tr>
<td>China</td>
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<td></td>
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<td>Colombia</td>
<td>1</td>
<td></td>
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<tr>
<td>Congo (Leopoldville)</td>
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<td></td>
</tr>
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<td>Denmark</td>
<td></td>
<td>+ 1</td>
</tr>
<tr>
<td>Finland</td>
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</tr>
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<td>+ 6</td>
</tr>
<tr>
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<tr>
<td>Greece</td>
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<td>India</td>
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<tr>
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<td></td>
</tr>
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<td>+ 2</td>
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<td></td>
</tr>
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<tr>
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<td>Nigeria</td>
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<tr>
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<td>+ 1</td>
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<td>U.S.S.R.</td>
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<tr>
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<td>2</td>
<td>— 1</td>
</tr>
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<td>United Kingdom</td>
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<td>United States</td>
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<tr>
<td>Total</td>
<td>28</td>
<td>13</td>
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</tbody>
</table>

### APPENDIX F

**EXTERNAL COMPETITIONS IN PROGRESS**

**ON 31 MARCH 1963 BY COUNTRY**

<table>
<thead>
<tr>
<th>Country</th>
<th>No. of posts</th>
<th>Country</th>
<th>No. of posts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia</td>
<td>4</td>
<td>Ivory Coast</td>
<td>1</td>
</tr>
<tr>
<td>Brazil</td>
<td>3</td>
<td>Japan</td>
<td>2</td>
</tr>
<tr>
<td>Cameroon</td>
<td>1</td>
<td>Liberia</td>
<td>2</td>
</tr>
<tr>
<td>Canada</td>
<td>2</td>
<td>Mauritania</td>
<td>1</td>
</tr>
<tr>
<td>Central African</td>
<td></td>
<td>Netherlands</td>
<td>1</td>
</tr>
<tr>
<td>Republic</td>
<td>1</td>
<td>Nicaragua</td>
<td>2</td>
</tr>
<tr>
<td>Chad</td>
<td>1</td>
<td>Niger</td>
<td>1</td>
</tr>
<tr>
<td>Congo (Brazzaville)</td>
<td>1</td>
<td>Norway</td>
<td>1</td>
</tr>
<tr>
<td>Costa Rica</td>
<td>2</td>
<td>Panama</td>
<td>2</td>
</tr>
<tr>
<td>Cyprus</td>
<td>1</td>
<td>Paraguay</td>
<td>2</td>
</tr>
<tr>
<td>Dahomey</td>
<td>1</td>
<td>Rwanda</td>
<td>1</td>
</tr>
<tr>
<td>Denmark</td>
<td>3</td>
<td>South Africa</td>
<td>1</td>
</tr>
<tr>
<td>Dominican Republic</td>
<td>2</td>
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</tr>
<tr>
<td>Ecuador</td>
<td>2</td>
<td>Turkey</td>
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<tr>
<td>Gabon</td>
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<tr>
<td>Federal Republic of</td>
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<tr>
<td>Guatemala</td>
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<td>Upper Volta</td>
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</tr>
<tr>
<td>Haiti</td>
<td>1</td>
<td>Venezuela</td>
<td>3</td>
</tr>
<tr>
<td>Honduras</td>
<td>2</td>
<td>Yugoslavia</td>
<td>2</td>
</tr>
</tbody>
</table>

1. At its 154th Session the Governing Body set up a working party to consider the report on the external survey of the organisation and structure of the Office. This working party, which was scheduled to meet from 20 to 23 May, was to examine the consultants’ report and the Director-General’s comments thereon, and was to report to the Governing Body through the Financial and Administrative Committee.

2. The consultants carrying out the survey have now stated that they will not be in a position to present their report before the latter part of June. It is accordingly not possible to submit this report, together with the Director-General’s comments, on the occasion of the present session, and the meeting of the working party has therefore been cancelled.

3. When fixing the programme of meetings for its 157th Session the Governing Body will be asked to make provision for a meeting of the Working Party to Consider the Report on the External Survey of the Organisation and Structure of the Office.

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

At its third sitting the Governing Body examined the 69th and 70th Reports of the Committee on Freedom of Association and decided to examine the 71st Report at its 156th Session. The texts of all three reports will be found in Official Bulletin, Vol. XLVI, No. 3, Supplement II, July 1963, pp. 1-104.

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

The papers relating to this item, being of a confidential nature, are printed separately in accordance with the usual practice.

Eleventh Item on the Agenda: Report of the Allocations Committee

This report, which under the authorisation granted to the Committee by the Governing Body was submitted directly to the Finance Committee of Government Representatives of the Conference, is not printed here. The text will be found in I.L.O.: Record of Proceedings, International Labour Conference, 47th Session, Geneva, 1963 (Geneva, 1964), Appendix IV, pp. 496-498.
APPENDIX XII

Twelfth Item on the Agenda: Report of the Committee on Industrial Committees

1. The Committee on Industrial Committees met in Geneva on 27 May 1963 under the chairmanship of Mr. Claussen.

1. Iron and Steel Committee: Invitations to Non-Governmental International Organisations for the Seventh Session

2. The Fédération internationale des cadres des industries métallurgiques having requested to be invited by an observer at the Seventh Session of the Iron and Steel Committee (which will be held at Cardiff from 26 August to 6 September 1963), the Committee on Industrial Committees, at the preceding session of the Governing Body, had asked the Director-General to submit to it information concerning the size of this organisation. At the present session, the Committee had been informed that this organisation, the headquarters of which is in Paris, groups federations of supervisory personnel and salaried employees in the iron and steel industry in the Federal Republic of Germany, France, Italy and Luxembourg. These national federations have a total membership of 22,000. The request of the Fédération internationale des cadres des industries métallurgiques had been supported by the International Confederation of Executive Staffs, to which it was affiliated.

3. The spokesmen of the Workers' and Employers' groups and the United Kingdom Government member expressed concern that an unfortunate precedent might be created if the Governing Body authorised a regional organisation with limited membership to be represented by an observer at an Industrial Committee session. Particularly on the workers' side, there were other organisations grouping representatives of more than one country, and it would not be desirable to multiply such invitations. The spokesman for the Employers' group stated that it would have been more appropriate to invite the International Confederation of Executive Staffs itself to the Seventh Session of the Iron and Steel Committee. The United Kingdom Government member asked whether regional workers' organisations had been invited to other Industrial Committee sessions; the representative of the Director-General stated that he could recall no such case. While expressing their concern, the speakers nevertheless indicated that they did not wish to oppose this request.

4. With the reservations set out above, and expressing the wish that such an invitation should not establish a precedent, the Committee on Industrial Committees recommends that the Governing Body authorise the Director-General to invite the Fédération internationale des cadres des industries métallurgiques to be represented by an observer at the Seventh Session of the Iron and Steel Committee.

II. Meetings of Industrial and Analogous Committees in 1965

5. Under the established procedure, the Director-General submits to the Committee on Industrial Committees at each May-June Session of the Governing Body preliminary proposals for the programme which the Committee may wish to recommend concerning the convening, two years later, of sessions of Industrial and analogous Committees and ad hoc meetings for certain industries. The preliminary discussion which then takes place in the Committee gives members a basis on which to carry out consultations, and later, at the November Session of the Governing Body, to make firm proposals.

6. At the present session the Committee had before it such preliminary proposals, based on the decision taken by the Governing Body at its 140th Session (November 1958) to the effect that four major meetings should be held every year, from among the following categories of meetings: regional conferences, Industrial Committees and analogous bodies, the Joint Maritime Commission and the Permanent Agricultural Committee. In making these proposals the Director-General also pointed out that, if the Governing Body decided to convene a regional conference or other major meeting, there would be room in the 1965 programme for only three meetings of the Industrial Committee type.

7. In order to give the Committee the opportunity, in this preliminary discussion, to choose between a range of possibilities, proposals were made concerning six meetings, the listing of which below does not indicate an order of preference:

Standing Committees:
(1) Inland Transport Committee (Eighth Session).
(2) Petroleum Committee (Seventh Session).
(3) Metal Trades Committee (Eighth Session).

Tripartite Technical Meetings:
(4) Mines other than coal mines.
(5) Hotels, restaurants and similar establishments.
(6) Woodworking industry.

8. The Committee first exchanged views on the meetings which it might recommend be convened in 1965.

9. The Worker members, without taking a final stand, indicated that they thought it would be desirable to convene in 1965 the Eighth Session of the Metal Trades Committee, the Eighth Session of the Inland Transport Committee, a tripartite technical meeting for hotels, restaurants and similar establishments and possibly also a tripartite technical meeting for mines other than coal mines.

10. The Employer members tentatively expressed a preference for the Eighth Session of the Metal Trades Committee and possibly also the Seventh Session of the Petroleum Committee. As regards technical tripartite meetings, they expressed certain reservations of principle which are referred to below, but indicated their interest in the second meeting concerning mines other than coal mines.

11. The Employer members recalled that the Governing Body had also provided that the standing Industrial Committees should no longer be convened according to a strict periodicity but rather by choice, taking into account the relative importance and urgency of the problems arising in the different sectors concerned. The Committee confirmed that it was on these principles that the choice of meetings should be based.

12. The Employer members also pointed out, however, that even under this procedure it was more difficult
for the Committee on Industrial Committees to reach preliminary conclusions at the present time because the International Labour Conference had been invited by the Director-General to examine, during the session which will open in a few days, the whole question of the methods whereby the Organisation should deal with labour problems industry by industry. This discussion might result in changes in the frequency of meetings and the scope of subjects dealt with by Industrial and analogous Committees.

13. Similar reservations were expressed by the Government members of Argentina and the United Kingdom, the latter pointing out, that, whatever the outcome of the discussions, some changes in the present arrangements for Industrial Committees seemed likely if only by the increase in the number of Members of the Organisation; the U.S.S.R. Government member added that problems of great importance for the workers arose in all the sectors mentioned.

14. Nevertheless, at the suggestion of the Chairman and of the United Kingdom Government member, the Committee decided to give provisional indications of the order of preference which might eventually be envisaged, in order that its members might pursue their consultations. The Chairman, in Member Session 3, pointed out that the Office might see to what extent it should supplement the document which it would submit to the Committee.

15. In the first place the Committee felt that the list to be proposed to the Governing Body at its November Session should include three meetings, since the Permanent Agricultural Committee would probably meet in 1965. Among the meetings envisaged two would be sessions of standing Industrial Committees. In this connection, the Employer members recalled that, when a list had been established of industries for which tripartite technical meetings had been requested, they had already specified that the Governing Body did not necessarily undertake to organise meetings for each of the industries mentioned. The Government member of the Federal Republic of Germany supported this view. The Employer and Worker members further stated that there was no reason to exclude in advance the organisation of a second meeting for one of the industries mentioned before the whole list had been dealt with. They were agreed that the choice of tripartite technical meetings should also be determined by the importance and urgency of the problems to be considered.

16. The views expressed concerning the choice of meetings are summarised in the following paragraphs.

17. The inclusion in the 1965 programme of an Eighth Session of the Metal Trades Committee was considered favourably by the Employer and Worker members, the United Kingdom Government member and, to a lesser degree, by the Government members of the Federal Republic of Germany and the United States. The Government member of Mexico, on the other hand, pointed out that the seventh session would be of interest, the Government member of Mexico pointed out that the seventh session would be held recently, that is, in September 1962.

18. The Worker members were in favour of an Eighth Session of the Inland Transport Committee, the Employer members were not opposed to this, subject to the reservations indicated below regarding the agenda of this session. The Government members of the Federal Republic of Germany and the United Kingdom also indicated that the session would be of interest; the Government member of Mexico pointed out that the Seventh Session of this Committee had been held in May 1961.

19. The Government member of Argentina, taking up a proposal which had repeatedly been made by the Government representative of Venezuela on the Governing Body, recalled the importance of convening a Seventh Session of the Petroleum Committee. He was supported by the Government member of Mexico, while the Government member of Rumania pointed out the great importance of the petroleum industry for many countries and the urgency of the social problems which arise in this industry. The United Kingdom Government member, on the other hand, drew attention to the fact that this industry was not so widespread as others. The Employer members indicated that they could consider the holding of a further meeting of the Petroleum Committee as their second preference, although not by reason of considerations of periodicity.

20. The convening of a tripartite technical meeting for hotels, restaurants and similar establishments was proposed by the Worker members and by the Government members of the Federal Republic of Germany and the United Kingdom.

21. The Government member of the Federal Republic of Germany also proposed that a tripartite technical meeting for the woodworking industry should be envisaged.

22. The possibility of holding a second tripartite technical meeting for mines other than coal mines was retained for consideration by the Worker members and also by the Employer members, who drew attention to the fact that this industry was very widespread and the social problems which arose in it were very wide in scope.

23. The Chairman concluded from the various views expressed that, at the present stage and subject to the result of further consultations as might take place, there did not appear to be any objection among the members of the Committee on Industrial Committees to the convening in 1965 of the following meetings:

- Eighth Session of the Metal Trades Committee.
- Eighth Session of the Inland Transport Committee (subject to the reservations indicated below with regard to the agenda).
- Tripartite Technical Meeting for Hotels, Restaurants and Similar Establishments.

24. A Seventh Session of the Petroleum Committee need not be entirely ruled out.

25. The members of the Committee then commented on the agenda of the above-mentioned meetings and the proposals made in this regard in the note of the Director-General.

26. With regard to an Eighth Session of the Metal Trades Committee, the Employer and Worker members stated that they would have to pursue consultations concerning the agenda also. The Employer members noted, however, that the wording of the third item proposed in the Office document, namely "The effects of planning and programming techniques on industrial relations in the metal trades", would seem to indicate a general acceptance of systems of planning and programming. It would be helpful if this aspect of the question could also be examined in the proposals of the Office for the November Session. The Government member of the Federal Republic of Germany expressed the same wish. In addition, the United Kingdom Government member, with the support of the Worker members, requested that all the other proposals formulated by the Metal Trades Committee itself at its preceding session should be kept in mind in the discussion in November.

27. Concerning the agenda of an Eighth Session of the Inland Transport Committee, the Employer members stated that they would strongly oppose the convening of this session if it was envisaged that, by including in its agenda the consideration of conditions of work in urban transport, the activities of this Committee, which already had only too broad a field of competence, should be extended to include another sector. While there might be social problems arising in urban transport, it must be remembered that most of these transport systems were run by the municipal...
authorities and that the conditions of work therein were often settled in the same way as those of other municipal services.

28. With regard to the agenda proposed for the Tripartite Technical Meeting for Hotels, Restaurants and Similar Establishments, the Chairman expressed the view that this was an excellent list of the fundamental problems which should be considered during a first meeting of this type. As the Employer members had not considered this meeting for 1965, they had not examined its possible agenda.

29. The Government members who had supported the proposal to include in the 1965 programme a Seventh Session of the Petroleum Committee drew attention to the importance of the problems with which this session would be called upon to deal. The Government member of the U.S.S.R. expressed the wish that the scope of one of the questions envisaged, namely training for supervisory and technical personnel, should be enlarged as far as possible in order to cover all training problems in the petroleum industry. The Government member of Rumania stated that the agenda should allow for the broadest possible consideration of all the problems arising from the evolution of the petroleum industry.

30. The Committee on Industrial Committees, in accordance with the procedure referred to in paragraph 5 above, postponed further discussion until the 157th Session of the Governing Body, when recommendations would be made concerning the programme of meetings of Industrial and analogous Committees for 1965.

III. Periodical Reports to the Committee on Industrial Committees on Action Taken by the Office to Give Effect to the Conclusions Adopted by Industrial and Analogous Committees and Recent Events and Developments in Industries Covered by Industrial and Analogous Committees

31. The members of the Governing Body will recall that at its 154th Session two members of the Committee had proposed that the Office submit to the Committee on Industrial Committees periodical reports on the above-mentioned subjects. The Director-General had placed before the Committee at the present session proposals concerning the effect to be given to these two requests.

32. The Employer members recalled that, as stated in paragraph 12 above, all the methods of action of the I.L.O., and in particular the system of Industrial Committees, were to be discussed during the next session of the Conference. It would thus be difficult to make recommendations now concerning the preparation by the Office of the two types of reports which were referred to here. At their suggestion, the Committee decided to postpone until its meeting held in conjunction with the 157th Session of the Governing Body the examination of the effect to be given to these two requests.

W. CLAUSSEN, Chairman.

1 See Minutes of the 154th Session of the Governing Body, Appendix XIX, paras. 118-120, p. 121.
Thirteenth Item on the Agenda: Report of the International Organisations Committee

1. The International Organisations Committee met under the chairmanship of Mr. Slater on Wednesday, 29 May 1963.

Twenty-eighth Report of the Administrative Committee on Co-ordination

2. The Committee had before it the English text of the 28th Report of the Administrative Committee on Co-ordination.

3. It was explained that, despite assurances given by the Secretariat of the United Nations during the A.C.C. session that this report would be ready in English, French and Spanish in time for the 155th Session of the Governing Body, the report had not been received from the United Nations and the English text had been made available only very recently. At the same time it was pointed out that, while the report dealt with a number of important matters, such as science and technology, education and training and industrial development, which would be discussed at the summer session of the Economic and Social Council, the interests of the I.L.O. would not be prejudiced if it were decided to defer consideration of the report until the 157th Session of the Governing Body in order to allow time for fuller study of its contents, since the general principles set forth in the I.L.O. report until its 35th Session in regard to questions of interest to the I.L.O. with regard to these matters had already been established by the Governing Body in the course of previous discussions thereon and they were essentially questions of long-term policy in regard to which no immediate decisions were required.

4. The Indian Employer member suggested that, in view of the repeated difficulties involved in obtaining the A.C.C. report from the United Nations in time for the May-June Session of the Governing Body, in future a more detailed Governing Body document might be prepared which would give the gist of the A.C.C. discussions on matters of direct concern to the I.L.O. before the full text of the A.C.C. report was circulated, thereby giving members of the Governing Body more opportunity to consider such matters.

5. This suggestion was supported by other Employer and Worker members, and it was understood that the Office would examine carefully the possibility of giving effect to it.

6. After some further discussion, in which one member urged that the Director-General should submit to the Governing Body more specific suggestions for I.L.O. action in respect of matters discussed in the A.C.C. report, the Committee decided to defer examination of the report until the 157th Session of the Governing Body.

Thirty-fifth Session of the Economic and Social Council of the United Nations

7. The Committee had before it, for information, a document summarising the decisions taken by the Economic and Social Council of the United Nations at its 35th Session in regard to questions of interest to the I.L.O.

8. This document drew attention, inter alia, to the resolution (940 (XXXV) adopted by the Council concerning the fifteenth anniversary of the Universal Declaration of Human Rights, in which the Council expressed the hope that all parties concerned would co-operate in making the celebration of the fifteenth anniversary successful and meaningful. In an annex to the resolution it was suggested that the I.L.O. should consider the possibility of inviting workers' and employers' organisations with which it had a relationship to take action during 1963 aimed at publicising at least those parts of the Declaration which fell within the scope of those organisations.

9. The Employer and Worker members of the Committee generally welcomed this suggestion, but at the same time various members placed emphasis on the importance of not just celebrating the fifteenth anniversary of the adoption of the Declaration but of taking effective action to ensure its application.

10. The Committee was informed in this connection that, at the session of the United Nations Commission on Human Rights which had formulated the recommendations on which the Council resolution was based, the I.L.O. representative had drawn attention to the action taken by the I.L.O. to convert the general principles set forth in the Declaration into a widespread network of ratified and binding treaty obligations based upon international labour Conventions, and had appealed to members of the Commission to explore with their respective governments the possibility of their taking measures which would permit the ratification of those Conventions in the field of human rights which they had not yet accepted.

11. Some further discussion took place, during which various views were expressed as to action which might be taken by the I.L.O. to give effect to the Council resolution. The proposals put forward included a suggestion that the Director-General should communicate the text of the resolution and the annex to the employers' and workers' organisations in consultative status, leaving it to them to decide how best to give effect to the proposals contained therein, and a suggestion for a study of the extent to which the right of freedom of association was being respected in newly independent countries. The Committee finally decided to recommend to the Governing Body that it ask the Director-General, in connection with the celebration of the fifteenth anniversary of the Universal Declaration of Human Rights—

(a) to transmit the text of Economic and Social Council resolution 940 (XXXV) and the annex thereto (i) to the States Members of the I.L.O. with the request that they communicate it to national employers' and workers' organisations; (ii) to the employers' and workers' organisations in consultative status with the I.L.O. with the request that they communicate them to their affiliated organisations;

(b) to use the public information services of the I.L.O. to place material concerning I.L.O. action to implement the general principles set forth in the Universal Declaration at the disposal of interested employers' and workers' organisations for use in publicising those parts of the Declaration falling within their scope.

12. The Committee took note of the other information submitted to it concerning the decisions reached by the Economic and Social Council with regard to the proposed United Nations Conference on Trade and Development, the question of a Declaration on International Economic Co-operation, the World Population Conference which the United Nations proposed to convene in 1965, and the intensification of demographic studies, research and training.

APPENDIX XIII


14. With regard to the suggested composition of the symposium, the Employer and Worker members expressed concern at the fact that no provision appeared to have been made for the participation of Employers’ and Workers’ representatives, although they were directly concerned with questions of industrial feeding and canteen management. The U.S.S.R. Government member also pointed out that the experts were being invited from a rather limited number of European countries.

15. On the understanding that the Director-General would investigate further with the other international organisations concerned the possibility of giving effect to the suggestions made in the course of the discussion, the Committee decided to recommend to the Governing Body that it approve the arrangements for the organisation of the proposed joint F.A.O.-I.L.O.-W.H.O. symposium on industrial feeding and canteen management in Europe.

Other Questions

16. The Netherlands Employer member recalled that, at the meeting of the International Organisations Committee held in connection with the 154th Session of the Governing Body, he had requested that the final report of the United Nations representative on the question of Hungary should be distributed to the Committee in connection with the next session of the Governing Body, and he pointed out that no action had been taken on his request.

17. The Committee decided that the report in question should be distributed to the members of the Committee at the present session of the Governing Body.

G. C. H. Slater, Chairman and Reporter.
APPENDIX XIV

Fourteenth Item on the Agenda: Report of the Committee on Operational Programmes

1. The Committee on Operational Programmes held two sittings on 29 May 1963 under the chairmanship of Mr. Hauck. Its agenda consisted of the following items, which it had not been able to consider at its February-March 1963 meetings:

I. Re-examination of criteria for labour and social assistance activities under the I.L.O. regular budget.

II. Workers' education programme.

III. Other questions: Co-ordination of technical assistance activities: Report of the Ad Hoc Committee of Eight set up under Economic and Social Council resolution 851 (XXXII).

2. Before opening the discussion on the first item, the Chairman drew the Committee's attention to a document which he thought might make interesting reading for members of the Committee, namely the report just published by the United Nations under the title Report on the World Social Situation. This document contained a synthesis of the conclusions which the United Nations Secretariat had reached on social evolution throughout the world over the past few months, a study of the efforts made by the various countries in the different areas of social policy (population, labour, social security, education, health, etc.) and, finally, four studies on social development in Latin America, the Middle East, Asia and Africa. The conclusions were at least as interesting as the facts cited, inasmuch as the report revealed that, despite undeniable progress in various fields, the gap between the most highly industrialised countries and the others had grown wider. This alarming conclusion was bound to influence any future suggestions which the Committee might make with respect to I.L.O. operational programmes.

3. Most of the speakers who took part in the debate indicated that the report contained the information which the Committee had wished to have at its disposal as a basis for re-examining the criteria for labour and social assistance activities under the I.L.O. regular budget. The Chairman emphasised the distinction which should be made between the criteria with which the present discussion was concerned and the priorities which the Office should observe in selecting projects for implementation.

4. The Government members of Canada and the United Kingdom and various other members of the Committee stated their views on the various criteria. They pointed out that criterion (a), which concerned requests by newly independent States, States newly joining the organisation or States which had not been in a position to apply for assistance under the Expanded Programme of Technical Assistance because of the procedures in force, or requests formulated on behalf of territories expected shortly to achieve independence, was often essential. They considered that some 20 projects implemented in 1961 and 1962 in certain countries from the scope of its assistance work; even among the advanced countries, there were some which did not always give sufficient importance to social problems, and it was important that the Office should help them to overcome any backwardness in this respect.

5. A debate took place on the validity of criterion (c), relating to requests submitted by "developed" countries. The Government member of Canada supported by several other members of the Committee, expressed the view that technical assistance programmes should, so far as possible, be reserved for developing countries. However, in view of the small number of projects to which the criterion applied, the present practice might remain unaltered, provided that the Office made sparing use of the possibility thus afforded to reply to requests from developed countries. On the other hand, Mr. Kaplan and other members of the Committee considered it essential that the Office should observe in selecting projects from the scope of its assistance work; even among the advanced countries, there were some which did not always give sufficient importance to social problems, and it was important that the Office should help them to overcome any backwardness in this respect.

6. Most of the speakers, and in particular the Government members of Canada and Israel, stressed the importance which the Office should attribute to requests under criterion (d) relating to exploratory or preparatory missions (irrespective of the programme under which the ensuing project is to be financed) or follow-up missions designed to ensure effective further action on programmes already implemented. They considered that missions designed to ensure greater homogeneity between the preparation of the projects and their subsequent implementation.

7. A discussion then took place on the usefulness of missions of short duration. Mr. Becker pointed out that some 20 projects implemented in 1961 and 1962 involved missions of experts lasting approximately one month. With the support of Mr. Collison, the United Kingdom Government member and other speakers, he asked how far the Office considered that missions of such short duration could be really useful. The Government member of Israel, however, said that, in so far as such missions were concerned with the preparation of projects, he considered them essential. Mr. Ghoury said that they should be entrusted, wherever possible, to I.L.O. officials rather than to outside experts, so as to ensure greater homogeneity between the preparation of the projects and their subsequent implementation.

8. The Government member of Canada stressed the importance of the additional criterion mentioned at the end of paragraph 11 of the paper before the Committee, in which it was indicated that requests for technical assistance under the regular budget could be entertained only in so far as the Office was satisfied that the receiving government was in a position to provide the facilities necessary to the project's success. Even though this
was not included among the five criteria previously adopted by the Governing Body, the Office should give it due weight. Mr. Ghayour proposed, in this connection, that, should a government fail to follow up a project for which a preparatory mission had been carried out successfully, the Office should take steps to secure reimbursement by the country concerned of the amount spent on the project.

9. Mr. Collison, Mr. Ghayour, the Government members of Rumania and the U.S.S.R. and a number of other speakers expressed the view that, while the criteria currently applied might still be appropriate under present circumstances, modifications might well be required in the future. They expressed the hope that the Committee would consider this question from time to time.

10. The Government member for the U.S.S.R., while he agreed that the criteria currently applied could be maintained, felt that they provided insufficiently clear guidance for the Office in selecting projects for implementation. They were largely administrative or financial criteria, and should therefore be supplemented by economic and social criteria which would take full account of the results achieved with previous projects and the actual needs of countries. He insisted, in particular, on the major importance in I.L.O. operational programmes of efforts to develop vocational training and training of managerial staff, mainly for industrial development. However, in order to enable the Committee to make useful recommendations in this regard, the Office might provide indications concerning the results of completed projects. The Government member for Rumania felt that a useful step would be taken if the Committee could have an over-all picture of the work of the I.L.O. in different countries under the various programmes, since this would permit a better assessment of the importance of the need for an over-all picture of regular budget projects. The Government member of Rumania felt that it would be useful to have information on the order of priority followed by the Office in selecting projects for implementation. They were largely administrative or financial criteria, and should therefore be supplemented by economic and social criteria which would take full account of the given aspect of their development, particularly as regards social problems. It frequently happened that the most advanced industrial countries appealed to the Office for help in this connection.

11. The Government member of India stressed the fact that any priorities determined by international organisations should be based on requests for technical assistance submitted by governments.

12. Mr. Becker and Mr. Collison emphasised that governments should consult the employers’ and workers’ organisations when technical assistance projects were in the preparatory stage, in order that their views might be taken into consideration before a decision was taken.

13. All speakers agreed with the suggestion in paragraph 14 of the document before the Committee, in which it was said that the Office could include particulars of labour and social assistance projects in the evaluation report submitted to each spring meeting of the Committee. Mr. Collison and the majority of speakers following him also agreed that it would be desirable for the Director-General to supply the Committee with any additional information it might wish to have on the application of the criteria, as mentioned in paragraph 13 of the document. Mr. Collison likewise stressed that the questions put by various members of the Committee concerning the results of approved projects and the order of priorities might be answered in the same evaluation report.

14. The Deputy Director-General in his reply reviewed the general questions raised by members of the Committee. He noted that the Committee agreed with maintaining the criteria now in force in the form in which they had previously been approved by the Governing Body. He also mentioned that the technical assistance requirements of countries were met out of various sources of financing, including bilateral aid, but that in the case of multilateral assistance which was chiefly financed through the Special Fund and the Expanded Programme, the views of the Ministries of Labour were not always given the attention they deserved. The I.L.O. had always maintained that technical assistance could not be confined to projects of an economic nature, and had missed no opportunity of stressing the importance of projects of a social character. However, requests in this field did not always enjoy a high priority in the over-all plan. Requests submitted by governments had explained why in many cases the Office had to turn to the regular programme in order to ensure the implementation of projects falling under criterion (b). He also took note of the remarks of various speakers who had emphasised the need to relate I.L.O. programmes to the exigencies of economic and social development; this indeed was a principle which the Director-General had always borne in mind when examining the requests submitted to him.

15. It was desirable to keep criterion (c) concerning requests presented by industrially developed countries. All countries were in a continuing process of growth, and all might have need of I.L.O. services to assist them in a given aspect of their development, particularly as regards social problems. It frequently happened that the most advanced industrial countries appealed to the Office for help in this connection.

16. Although it was difficult to give a comprehensive picture of the results achieved by the projects now completed, the Deputy Director-General cited a few examples, clerical training projects in Ethiopia, labour statistics projects in Peru and Mauritius, vocational rehabilitation of the blind in Egypt and medical actuarial valuations for social security organisations in Nigeria and labour administration in Jordan.

17. Amplifying in detail the reply of the Deputy Director-General, Mr. Shaheed (Chief of the Field Service Division) gave information on several points raised by members of the Committee.

18. Missions of very short duration (e.g., one month) were justified in various cases, such as the preparation of more ambitious projects under other programmes, especially the Special Fund and the Expanded Programme, follow-up missions some time after projects had been completed, missions to examine with governments specific problems on which there had already been exchanges of correspondence and detailed studies by the various divisions of the Office at the request of the government, etc. The typical case was that of missions to finalise the drafting of labour codes or to prepare actuarial valuations for social security organisations.

19. When technical assistance programmes for the initiation of projects were in preparation the Office usually made a point of drawing the attention of governments and of its own experts to the vital necessity of consulting the employers’ and workers’ organisations.

20. The Committee was given assurances that in all decisions concerning technical assistance programmes the Office was guided by the decisions and directives of the Conference and the Governing Body.

21. The proposal formulated in paragraph 14 of the document submitted to the Committee, which all speakers had approved, would afford an opportunity of regularly re-examining the criteria and progressively developing an order of priority to be observed in the preparation of programmes.

22. Mr. Ghayour’s suggestion that the I.L.O. should ask receiving countries to record expenditure incurred on projects the conclusions of which had not been taken into account by the government concerned was a matter which only the Governing Body and the Conference could decide. It should, however, be pointed out that the results of some projects did not become visible only several years after the government had received the Director-General’s recommendations.

23. Projects approved under criterion (e) were normally the outcome of requests submitted by inter-governmental organisations such as the Caribbean Com-
in Africa, the Governing Body should be informed of the details of the project and should have an opportunity to discuss it with full knowledge of the facts, even if that involved delay in opening the centre.

30. Mr. Collison expressed his appreciation of the information contained in the report. He was glad to note that the manuals had been translated into a number of additional non-official languages, and that a large proportion of the funds had been devoted to audio-visual aids. He reiterated his earlier suggestion that the conference as a whole take note of the suggestion after the meeting of the group of consultants on workers’ education scheduled for 1964. Since that suggestion had been made the question had been dealt with in the Report of the Director-General to the Conference, which was a further reason for postponing the discussion.

31. He emphasised that workers’ education was specifically a matter for the workers themselves through their trade unions, which should develop their own programmes. The fact that the I.L.O. was a tripartite organisation might present some problems, in that programmes could be undertaken only with the concurrence and at the request of the government concerned, which might thus exert an influence on the trade unions. That was why his delicate matters, and nothing should be done that would encroach upon the independence of the trade union organisations or the right of workpeople to develop their own policies. It would be desirable not to proceed immediately with the projected experimental centre in Africa, since the Committee had not been given details of the scheme and since the subject of workers’ education might be debated at the Conference.

32. In Mr. Faubel’s opinion it was important to have details of the programmes, as there had been a case of an education programme organised by trade unions on a bilateral basis which had been brought under the control of the Ministry of Labour, a procedure which the Workers’ group could not countenance. The trade union organisations must have a real voice in the preparation of workers’ education programmes; all the I.L.O. could do was to assist them in implementing the programmes until they were able to do it themselves. If the Committee agreed with the position of the Workers’ group, the Governing Body might take note of that fact.

33. The U.S.S.R. Government member thought it very timely to discuss this programme, a developing programme which had led to the establishment of a special division in the Office and for which increased budgetary provision had been made. It was necessary to continue working in this field but at the same time to utilise experience and make fuller use of the organisations and have regard to the principle of universality. With regard to the workers’ education manuals it would be interesting to know to what extent the Office had succeeded in finding experts from different countries, with a view to avoiding the errors to which attention had been drawn in connection with the manuals on freedom of association and social security. He asked whether those errors had been corrected in subsequent editions. Similarly, the list of seminars and meetings which had been set up would be interesting to know.

26. The Committee also noted that the Governing Body might provide assistance to the I.L.O. in the field of workers’ education and would thus afford an opportunity for a broader discussion.

27. The Chairman said that the information document which the Committee had before it and which it had not been able to discuss at the last session covered the whole field of I.L.O. activities in the field of workers’ education and would thus afford an opportunity for a broader discussion.

28. The Government member of Canada mentioned that his Government was in favour of the Workers’ Education Programme and wished it every success. Responsibility for supervising this programme, however, rested primarily with the Workers’ group, and it was for them whether they wished to proceed with the project and to determine whether the money had been well spent. Reviewing the various activities listed in the document, he considered that the publication of manuals was particularly within the province of the I.L.O. and that it was important to have them translated into as many languages as possible in order to make them accessible to the largest possible number. With regard to the organisation of a workers’ education programme in Africa, which had been mentioned at the previous session, the details of the future of the centre were given, although it represented an important financial outlay. It was therefore difficult to discuss the matter, and it was to be hoped that fuller information could be provided. Lastly, he was of the opinion that it was more profitable to send workers’ education experts into the developing countries than to send fellows to study abroad.

29. Mr. Ahmad, associating himself with the previous speakers, observed that the developing countries fully realised the need for workers’ education as a means of strengthening the trade unions and enabling them to discharge their responsibilities. There was, however, a tendency in some of these countries for the government to take over workers’ education. He was opposed to any intrusion by governments in this field; believing, like the other members of the Workers’ group, that this question was primarily the concern of the workers, he expressed the opinion that the I.L.O. should set up institutions independent of governments. With regard to the activities already carried out, the I.L.O. had rendered valuable services, which should be continued in the same spirit of independence in conjunction with the trade unions, with special emphasis on the developing countries, as the Conference had requested at its 46th (1962) Session.1 With regard to the proposed centre


1 See the statement made by Mr. Hausak at the beginning of the discussion on the report of the Committee on Operational Programmes (minutes of the fourth sitting, p. 24 above).
35. Mr. Ghayour considered that this was an important question. Workers' education was not exclusively an I.L.O. responsibility; at the most, the I.L.O. could make a contribution and provide directives. The Employers' group could assist in the development of some programmes, and it also had ideas on the subject, but it was for the Workers' group to express opinions on the work that was being done. Nevertheless, the Employers' group wished to reiterate its support for the Workers' Education Programme.

36. Mr. Bouladoux said that, in spite of the technical quality of the method, the experience and the work of the I.L.O., the value of which he did not underestimate, there were certain dangers. It was true that the I.L.O. gave assistance to the trade unions, the experience which the trade union movement had acquired in the field of workers' education made it more correct to speak of co-operation between the I.L.O. and trade union movements.

37. It had been pointed out that technical assistance requests had to be submitted through governments. This, however, was not a reason for accepting them if adequate safeguards, particularly with regard to freedom of association, were lacking. The I.L.O. had laid down certain standards in this field, and it was proper for the Office, before replying affirmatively to a government, to ensure that those standards were applied. Where this was not so, the experts might well do good work in workers' education, but it would not have the support of the workers' organisations.

38. Workers' education centres of the kind proposed for Africa should be in a position to make available to the trade unions the necessary facilities, such as premises, fellowships, lecturers and material for lectures, as was done in France by the institute attached to the University of Strasbourg, to the satisfaction of the different confederations and without discrimination. One should not attempt to go further than this, as there would be a danger of diverting these centres from what should be their aim.

39. The United States Government member stressed the importance of using visual aids. He hoped that fellows would be able to turn the knowledge they had acquired to account in their own countries, and also asked for further details about the workers' education centre in Africa.

40. Mr. Guigui (Chief of the Workers' Education Division) thanked members of the Committee for the observations they had made on the report and for their constructive suggestions. He gave further particulars on certain points that had been raised in connection with the manuals, particularly by the U.S.S.R. Government member. He pointed out that, apart from the need for the representation of the employers and workers as well as of governments, this document, which was important that the I.L.O. should take an active part in the work of that committee.

41. Mr. Guigui then gave further particulars of the "experimental project for assisting in the development of workers' education in Central and West Africa", a title which corresponded more closely to the characteristics of the project than that of "experimental centre ". The purpose of the scheme was not to establish a permanent institution in which I.L.O. action would take the place of action by the trade union organisations. He explained the aims and the content of the project and gave details of the way in which the trade union organisations would participate in the nomination of trainees and in the holding of courses.

42. Several speakers had mentioned the role of governments in the field of workers' education. Quoting various examples, he pointed out that action by governments might take on very different forms, some of which had definitely produced good results. The Office had never provided assistance in response to requests made by governments which, at the time the requests were received, were not in a position to express judgment on a complicated question as that of the experimental project in Africa. It would be helpful if the information which had been given to the Committee orally could be set out in a document. This suggestion was supported by Mr. Ghayour.

43. Mr. Collison, on behalf of the Worker members, thanked Mr. Guigui for the information he had supplied. The Worker members had supported the work that had been done in the past; nevertheless they were not in a position to express judgment on such a complicated question. However, the government agreements already in force would make it possible to take advantage of the experience of the workers' organisations. It was important that the I.L.O., as a tripartite organisation, should have an opportunity of making its views known prior to the adoption of resolutions by a body such as the Economic and Social Council. The Director-General, in Chapter X of his Report to the 47th Session of the Conference, drew attention to the unique position and responsibilities of the I.L.O. within the United Nations family. Mr. Ghayour observed that, where questions of general international economic policy and other problems such as, for example, industrialisation, were concerned, the I.L.O. should have the possibility of expressing the views of employers and workers as well as of governments. This applied in particular to certain major projects undertaken by the United Nations, such as the Development Decade, certain aspects of which—e.g. action to promote industrialisation in developing countries, major economic and social aspects of rural development, and intensified application of science and technology in economic development—fell largely within the competence of the I.L.O. Since the Economic and Social Council had decided to set up a special committee on industrialisation, it was important that the I.L.O. should take an active part in the work of that committee.

44. It was also important that any action initiated by the United Nations which might be of concern to the Organisation should be thoroughly discussed in the Administrative Committee on Co-ordination. The Director-General had brought the points of view of the three groups to bear upon the making of decisions. Thus, in 1961 the Conference had adopted a resolution on economic and technical assistance for the promotion of economic expansion and social progress in developing countries. This resolution strengthened the co-ordinating role of [Resident Technical Assistance] Representatives as the channel of contact with governments concerning technical cooperation and the need, in selecting these Representatives, for ensuring in co-operation with other organisations represented on the Technical Assistance Board their technical competence and impartiality. However, in resolution 900 (XXXIV) concerning the report of the Ad Hoc Committee of Eight established under Economic co-ordination of Technical Assistance Activities: Report of the Ad Hoc Committee of Eight Set Up under Economic and Social Council Resolution 852 (XXXII).

45. Mr. Ghayour observed that this document, which had been submitted to the Committee for information, referred to decisions taken by the Economic and Social Council and recommendations drawn up by a committee set up pursuant to those decisions. This being so, the I.L.O., as a tripartite organisation, should have an opportunity of making its views known prior to the adoption of resolutions by a body such as the Economic and Social Council. The Director-General, in Chapter X of his Report to the 47th Session of the Conference, drew attention to the unique position and responsibilities of the I.L.O. within the United Nations family. Mr. Ghayour considered that, where questions of general international economic policy and other problems such as, for example, industrialisation, were concerned, the I.L.O. should have the possibility of expressing the views of employers and workers as well as of governments. This applied in particular to certain major projects undertaken by the United Nations, such as the Development Decade, certain aspects of which—e.g. action to promote industrialisation in developing countries, major economic and social aspects of rural development, and intensified application of science and technology in economic development—fell largely within the competence of the I.L.O. Since the Economic and Social Council had decided to set up a special committee on industrialisation, it was important that the I.L.O. should take an active part in the work of that committee.

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and Social Council resolution 851 (XXXII), the Economic and Social Council confined itself to expressing "the hope that the Executive Chairman of the Technical Assistance Board and the Managing Director of the Special Fund will continue to ensure a high standard of representation in all countries served by resident representatives, taking into account the close working relationship which resident representatives should maintain with governments and the participating organisations". The I.L.O. should take all necessary steps for immediate application of the tripartite decisions of the Organisation by resident representatives, who represented not only the United Nations Technical Assistance Board but also, \textit{inter alia}, the International Labour Organisation. This held good for I.L.O. technical assistance programmes, from whatever source they were financed.

47. Mr. Ghayour pointed out that the Ad Hoc Committee had recommended the Economic and Social Council to invite the Technical Assistance Board to prepare a study based, \textit{inter alia}, on information provided by resident representatives on the co-ordination machinery and procedures at the national level which would illustrate, without referring to any particular country, the machinery and procedures which had proved successful or otherwise. It would be desirable for information concerning this study to be communicated at the proper time to the Committee on Operational Programmes.

48. The Chairman noted that the Committee would have an opportunity of reverting to the questions to which Mr. Ghayour had referred, since the Office would submit to it a report on the discussion in the Economic and Social Council concerning the Ad Hoc Committee of Eight. The importance of problems of co-ordination was obvious, particularly in view of the fact that the I.L.O., by virtue of its tripartite structure and social objectives, had a pre-eminent role to play in the co-ordination of United Nations technical assistance activities. The Committee, in any case, had every confidence in the Director-General to ensure that the interests and competence of the I.L.O. were at all times properly defended in meetings of A.C.C.

49. The Committee took note of the document which was before it concerning the report of the Ad Hoc Committee of Eight.

\textit{Resolution concerning Tripartite Action regarding Technical Assistance in the Textile Industry.}

50. Mr. Kaplansky drew the Committee's attention to the text of this resolution, which had been adopted unanimously by the Textiles Committee at its Seventh Session (May 1963). The Worker members of the Committee considered that the part of the resolution which suggested setting up national advisory committees comprising representatives of employers and workers appointed by their competent national organisations should be submitted to the Governing Body through the Committee on Operational Programmes. On this point the Government member for the United Kingdom pointed out that Industrial Committee resolutions were in the first instance to be submitted directly to the Governing Body, and that the resolution mentioned by Mr. Kaplansky could therefore be examined by the Committee on Operational Programmes only at a subsequent session.

\textbf{Henry Hauck, Chairman.}
Fifteenth Item on the Agenda: Composition and Agenda of Committees and of Various Meetings

Proposals for a Technical Meeting concerning Certain Aspects of Labour-Management Relations within Undertakings

Background.

1. At its 153rd Session (November 1962) the Governing Body decided not to include the question of certain aspects of personnel policies in the undertaking in the agenda of the 48th (1964) Session of the International Labour Conference, it being understood that it would be referred to a meeting of experts to be convened in 1964. The I.L.O. budget for 1964, as approved by the Governing Body at its 154th Session and submitted to the Conference for adoption, includes provision for holding the meeting.

2. This meeting is a logical continuation of the Technical Meeting on Certain Aspects of Industrial Relations inside Undertakings, held in Geneva in December 1959, the report of which was submitted to the Governing Body at its 144th Session (March 1960).

Agenda.

3. In selecting the subjects to be discussed by the meeting, account has been taken of the views expressed at the 152nd and 153rd Sessions of the Governing Body and of the need to confine the deliberations of the experts to a number of concrete and well-defined problems which are of practical importance in industrially advanced as well as in developing countries and which have not yet been adequately covered by discussions of other organs of the I.L.O. It is therefore suggested that the agenda of the meeting should consist of the following four items:

1. Methods of recruitment, selection, placement and induction of workers within the undertaking.
2. Promotion procedures within the undertaking.
3. Grievance procedures within the undertaking.
4. Communications within the undertaking.

4. As regards the fourth proposed item it is suggested that emphasis should be placed on methods and means of communication other than those of a formal character such as works committees, works councils, productivity committees, etc., which exist in various countries and which were extensively discussed by the Conference at its 34th and 35th Sessions before it adopted the Co-operation at the Level of the Undertaking Recommendation, 1952, and the resolution on the same subject. Certain important aspects of this problem were also discussed by the Technical Meeting on Certain Aspects of Industrial Relations inside Undertakings mentioned above.

5. While the Office would prepare, as usual, reports on each of the items on the agenda, the experts would be invited to co-operate in the preparation of the documentation to be submitted to the meeting, on the basis of their personal experience and knowledge.

Composition.

6. It is proposed that the meeting should be composed of 21 experts to be selected with due regard to the subjects on the agenda and the qualifications required for discussing them, while securing as wide a geographical distribution as possible and appropriate representation of the different interests concerned. The experts would be chosen after appropriate consultations, primarily from workers’ and employers’ circles, but also, in certain cases, from governments, research institutes or universities. On the basis of such consultations the Director-General would submit a list of experts to the Governing Body for approval at its 157th Session.

Place and Date.

7. It is proposed that the meeting should be held in Geneva in the first half of October 1964 and that it should last ten calendar days. The Governing Body will be asked to decide the exact date for the meeting in connection with the over-all programme of meetings.

Financial Implications.

8. The budgetary credit provided for the meeting as approved by the Governing Body (sub-item 3.66 of the budget) is $20,250. Subject to the adoption by the Conference of the proposed budget for 1964, this sum would be sufficient to provide for the organisation of a meeting on the lines suggested in the preceding paragraphs.

9. The Governing Body is invited—

(a) to authorise the Director-General to convene a technical meeting on certain aspects of labour-management relations within undertakings in the first half of October 1964 for a duration of ten calendar days, the exact date to be decided at a later session of the Governing Body in connection with the general programme of meetings;

(b) to approve the agenda, composition and other arrangements for the meeting as set out in paragraphs 3 to 7 above.

Proposals for a Meeting of the Actuarial Subcommittee of the Committee of Social Security Experts

10. A meeting of a limited number of members of the Committee of Social Security Experts was held in Geneva from 26 November to 8 December 1962, insufficient provision having been made in the budget of that year for a meeting of the full Committee, and in particular of the experts on actuarial questions. In view of the importance of financial aspects in all areas of social security planning, the Director-General proposes to convene a meeting of the Actuarial Subcommittee in 1964. Provision for such a meeting exists in the 1964 budget as approved by the Governing Body at its 154th Session and submitted to the Conference for adoption.

Agenda.

11. In 1964 the International Labour Conference will have before it for second discussion the proposed international instruments on benefits in case of employment accidents and occupational diseases. The cost of such benefits and the choice of financing methods being based on actuarial studies, it would be desirable for these problems to be examined by qualified experts; their opinions and advice would also be highly useful in connection with technical assistance projects, having regard to the fact that compensation for occupational injuries is very often one of the first branches of social security to be implemented in developing countries.
12. At its last meeting the Committee of Social Security Experts advocated a complete revision of pre-existing agreements dealing with old-age, invalidity and survivors’ pensions, and the Director-General has accordingly included the revision of Conventions Nos. 35 to 40 among the topics listed in the paper which is being submitted to the Governing Body at the present session for determination of the questions on which it wishes to receive law and practice reports at its 157th Session with a view to fixing the agenda of the 49th (1965) Session of the International Labour Conference. These branches of social security raise especially difficult problems of financing, not only from a practical but also from a theoretical point of view, and the need for actuarial estimates here is particularly imperative if the responsible authorities are to have a sound basis for decision. Special problems arise in the industrialising countries, where social security schemes cover a relatively small part of the working population and where the statistical data required for actuarial estimations are often lacking.

13. The adjustment of social security benefits to changes in the wage level or the cost of living—the principle of which is laid down in the Social Security (Minimum Standards) Convention, 1952—is to an increasing extent provided for in national laws and regulations. The Actuarial Subcommittee already considered the question at its meeting in Wellington in 1950, but developments which have taken place since then call for a fresh study so that the Office, in its work, can have the full benefit of more recent practical experience and theoretical research.

14. Having regard to the foregoing considerations, it is proposed that the agenda of the meeting should be as follows:

1. Financial and actuarial aspects of employment accident and occupational disease insurance schemes.
2. Financial and actuarial aspects of pensions (old-age, invalidity and survivors’), with particular reference to conditions in industrialising countries.
3. Actuarial problems resulting from systematic adjustment of benefits to fluctuations in the general level of wages and the cost of living.

Composition.

15. The Committee of Social Security Experts includes ten experts on actuarial questions. It is highly desirable that all ten experts should be invited to the meeting, so that information covering the various regions and systems can be made available.

Invitations to International Organisations.

16. The Director-General proposes to invite the following international organisations, which have expressed an interest in the topics to be discussed, to be represented at the meeting: United Nations, World Health Organisation, Council of Europe, European Economic Community, European Coal and Steel Community, Organisation of American States. The Director-General further intends to invite the International Social Security Association, the Permanent Inter-American Committee on Social Security and the Ibero-American Social Security Organisation to be represented by observers.

Date, Place and Duration.

17. It is proposed that the meeting should be held in Geneva at the beginning of 1964 for a duration of 13 calendar days. The Governing Body will be invited to fix the exact dates in connection with the over-all programme of meetings.

Financial Implications.

18. The budgetary credit for the meeting, as approved by the Governing Body under sub-item 3.52 of the budget, is $5,600. Subject to the adoption by the Conference of the proposed budget for 1964, this sum would be sufficient to cover the expenses of a meeting organised on the basis of the above proposals.

19. The Governing Body is invited—

(a) to authorise the convening of a meeting of the Actuarial Subcommittee of the Committee of Social Security Experts, to be held in Geneva at the beginning of 1964 for a duration of 13 calendar days;
(b) to approve the proposed agenda for the meeting as set out in paragraph 14 above;
(c) to authorise the Director-General to send invitations to international organisations as indicated in paragraph 16 above.

Proposals concerning a Meeting of Experts on Automation

Background.

20. The I.L.O. budget for 1964, which was approved by the Governing Body at its 154th Session, and which is being submitted to the Conference at its 47th Session for adoption, contains provision for a meeting of experts, to be held in 1964, to advise on the methods of analysis to be used in the study of problems of automation. This meeting forms part of the new I.L.O. programme on automation, which is to come into operation next year, and for which various other provisions are made in the 1964 budget.

21. As the Director-General emphasises in his Report to the 47th Session of the Conference, it is important that the I.L.O. should be in a position to provide assistance in developing methods and procedures for studying the labour problems of automation, and for obtaining and assessing information on the nature and extent of technological change and its consequences on employment, working conditions and the structure of occupations. It is also desirable that common methodology in studying the different aspects of these problems should be elaborated in order to improve international comparability of data. The improvement and standardisation of methodology in this respect is thus central to the I.L.O.’s new programme on automation, and an international meeting of experts such as is proposed could make an important contribution to this end.

Agenda.

22. It is proposed that the meeting of experts should attempt to develop methodology for the study and assembly of information on certain problems. Specifically, it would deal with the following:

1. Studies of the introduction of automation and other related technology at the level of the industry and the undertaking with emphasis upon—(a) the effects on employment, occupations and working conditions; and (b) problems of adjustment and adaptation of the labour force with a view to reducing any possible adverse consequences of automation upon employees.
2. Studies to secure information on actual and impending technological changes and methods of appraising their effects upon occupations, employment, etc., for use in manpower planning or in training and education.
3. Other items of methodology that need to be explored.

Composition.

23. It is proposed that the meeting should consist of 12 experts.

24. The Director-General proposes that ten of these experts should be chosen from the following countries: Canada, France, Federal Republic of Germany, Japan, Netherlands, Sweden, Switzerland, U.S.S.R., United Kingdom, United States.
25. Consideration is being given to the choice of the two remaining countries from which experts will be invited, and the Director-General will submit nominations to the Governing Body at its 157th Session.

Invitations to Other Organisations.

26. In view of their interest and experience in the subject, it is proposed that the following organisations be invited to send observers: United Nations, Organisation for Economic Co-operation and Development, European Economic Community, European Coal and Steel Community.

Placement and Date.

27. It is proposed that the meeting should be held in Geneva early in 1964, probably about the end of March, and that it should be of ten days' duration. The Governing Body will be asked to decide the exact dates later in connection with the general programme of meetings.

Financial Implications.

28. A credit of $10,750 has been provided under sub-item 3.71 of the 1964 budget, as approved by the Governing Body. Subject to the adoption of the budget by the Conference, this sum would be sufficient to finance a meeting in accordance with the above proposals.

29. The Governing Body is invited—
(a) to authorise the convening in Geneva, early in 1964, of a meeting of 12 experts to advise on methodology in the study of the labour problems of automation;
(b) to approve the agenda of the meeting as proposed in paragraph 22;
(c) to authorise the Director-General to submit to it at its 157th Session the names of 12 experts to be invited to the meeting, in accordance with the proposals in paragraphs 24 and 25;
(d) to authorise the Director-General to invite the organisations listed in paragraph 26 to be represented by observers at the meeting.

Proposals concerning a Meeting of Experts on Measurement of Underemployment

Background.

30. Underemployment has been widely recognised as a serious problem, especially in the developing countries. The accelerated population growth in recent years, especially in the more densely populated developing countries, has lent particular urgency to this problem. Discussion of the measures and policies aimed at its solution, however, usually has to proceed in the absence of adequate knowledge as to the nature and extent of underemployment. The fact that the methodology for the measurement of underemployment is still at an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of development is still an early stage of 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from which the experts may be drawn must be largely guided by the distribution of the available experts. It is accordingly proposed that the meeting be composed of nine experts, drawn one each from the following countries: Chile, France, Italy, United Arab Republic, United States, Yugoslavia.

Place, Date and Duration.

36. In the programme of meetings approved by the Governing Body at its 154th Session this meeting is provisionally scheduled for October-November. It is proposed that the meeting should be held in Geneva from 21 October to 1 November 1963. The Governing Body will be invited to approve these dates in connection with the general programme of meetings.

Financial Implications.

37. A credit of $8,918 has been provided in the 1963 budget to finance this meeting.

38. The Governing Body is invited—
(a) to authorise the convening in Geneva in October-November 1963 of a meeting of experts on the measurement of underemployment;
(b) to decide that the meeting shall consist of nine experts to be selected in accordance with the proposals set forth in paragraph 35 above;
(c) to approve the following terms of reference for the meeting:

To advise and assist the International Labour Office in developing a framework of statistical concepts, definitions, methods of collection of data on underemployment and methods of analysis of the data and related matters.

39. If the Governing Body approves these proposals, the Director-General will submit the proposed list of experts at the 150th Session of the Governing Body.

Proposals for a Meeting of Experts on the Maximum Permissible Weight to Be Carried by One Worker

40. The Governing Body decided at its 153rd (November 1962) Session not to include the question of maximum permissible weight to be carried by one worker in the agenda of the 48th (1964) Session of the International Labour Conference, but to refer the matter to a meeting of experts for study. At its 154th Session the Governing Body included in the 1964 budget, which will be submitted to the Conference for adoption, a credit for the convening of such a meeting.

Agenda.

41. It is proposed that the agenda of the meeting should consist of the four following items:
1. Physiological factors which may affect load-carrying.
2. Working and environmental conditions which may affect the strenuousness of load-carrying.
3. Criteria to be applied in fixing the maximum permissible weight to be carried by one worker.

When the Governing Body approved the credit for the proposed meeting it was indicated that the agenda might consist of items 1, 2 and 3. However, after carefully considering the various aspects of the problem to be studied by the meeting of experts, the Director-General felt that it would be desirable to add a fourth item concerning measures for reducing the health risks involved in load-handling. He believes that the meeting could make useful practical suggestions on this aspect of the problem, for example with respect to vocational training, accident prevention, medical supervision, packaging methods, etc.

42. The Governing Body is accordingly invited to approve the agenda of the meeting as suggested above.

Composition.

43. Bearing in mind the physiological as well as the technical implications of the problem, and the need for securing the authoritative advice of experts with practical knowledge of the difficulties, working methods and operating conditions involved, it is proposed that the meeting should consist of 14 persons: four experts from government circles, four from employers' circles, four from workers' circles, and two labour physicians.

44. The Government experts should have practical knowledge of the subject, particularly concerning enforcement of laws, regulations and collective agreements dealing with the transport of loads.

45. The Employer experts should be familiar with questions concerning the preparation and packaging of goods on the one hand, and labour relations on the other.

46. The Worker experts should be thoroughly versed in questions relating to the handling of loads—and in particular to operating conditions in this type of work—and to relations with employers.

47. The medical experts would be chosen on the basis of their knowledge of questions relating to fatigue associated with climatic conditions, pace of work and energy expended in carrying loads under various conditions, and to labour physiology.

48. The Director-General hopes to submit to the Governing Body at its 150th Session proposals concerning the names of the experts to be invited to the meeting.

49. The Governing Body is invited to approve the proposed criteria concerning the composition of the meeting as set out above.

Date and Place.

50. It is proposed that the meeting should be held in Geneva at the beginning of 1964. The Governing Body will be asked to fix the exact dates in connection with the over-all programme of meetings.

Financial Implications.

51. The budgetary credit provided for the meeting, as approved by the Governing Body under sub-item 3.72, amounts to $14,250. Subject to the adoption of the 1964 budget by the Conference, this amount will cover the expenses of the meeting on the basis of the arrangements proposed above.

Proposals concerning the Convening of a Meeting of Experts on Safety and Health in Agriculture

52. The proposed budget for 1964 as approved by the Governing Body at its 154th Session for submission to the International Labour Conference at its 47th (1963) Session contains provision for a Meeting of Experts on Safety and Health in Agriculture.

Background.

53. In many countries, including industrially advanced countries, occupational safety and health standards in agriculture still lag behind those in other fields of economic activity. The reasons for this are many, and include legislation insufficiently adapted to agricultural occupations, difficulties of enforcement due to dispersion of agricultural undertakings, the large proportion of family undertakings not subject to inspection, ignorance of the dangers involved owing to lack of information, etc. At the same time, the increasing degree of mechanisation and electrification in agriculture, together with the use of chemicals, have introduced new hazards with respect to which preventive action is essential.
While the I.L.O. has done a great deal of work in the field of accident and disease prevention in sectors such as primary industries, and also in the manufacturing industries, it has so far given less attention to safety and health in agriculture, although it has for many years been aware of the importance of the problem.

For example, at its 33rd Session, in 1950, the International Labour Conference adopted a resolution drawing attention to the need for further study of the safety and health problems associated with mechanisation and the use of chemicals in agricultural work and requested the Governing Body to examine which of these problems might appropriately be placed on the agenda of the Conference. At its Fifth Session in 1955 the Permanent Agricultural Committee endorsed this resolution and expressed a desire that international standards of safety and health should be laid down for agricultural work. Moreover, the Joint I.L.O.-W.H.O. Committee on Occupational Health has devoted attention to the question of health protection and the organisation of occupational health services in agriculture.

Objectives and Agenda.

In order to follow up this work in accordance with the above-mentioned resolutions, to make a concrete contribution to the Rural Development Programme established by the Office and to supplement the work which has already been done on this subject, it is proposed to convene a meeting of experts on safety and health in agriculture early in 1964, and it is suggested that the agenda should be as follows:

1. Preparation of the final text of a code of practice on safety and health in agriculture.
2. Examination of a draft handbook (or guide) designed to illustrate and supplement the code of practice.
3. Consideration of I.L.O. activities in the field of occupational safety and health in agriculture and recommendations as to the future programme of action.

So far as the preparation of a code of practice (first item on the proposed agenda) is concerned, it would seem that standards of this type, framed in the form of rules but in fact without any mandatory character, could serve a most useful purpose, since they would constitute practical guidelines for all those responsible in one way or another for safety and health in agriculture. It will be recalled that the I.L.O. has issued several such codes of practice for various branches of activity.

The draft handbook (second item on the proposed agenda) would be a descriptive, essentially practical work containing suggestions for the protection of safety and health in agricultural undertakings. The experts would be asked merely to give opinions and make general proposals which would be taken into account in preparing the final version of the handbook which the Office is engaged in drafting.

Regarding the third item on the proposed agenda, the experts would be asked to give an opinion on a number of subjects such as the desirability of adopting one or more international instruments on safety and health in agriculture, and the form and content of any such instruments.

Formation.

It is proposed to invite 11 experts from the following countries to attend the meeting: Argentina, Cameroon, Denmark, France, India, Israel, Poland, U.S.R., United Arab Republic, United Kingdom, United States. The proposed geographical distribution is based both on the degree of development of agriculture in the countries concerned and on the variety of forms of agriculture undertaken in the light of climatic conditions.

It would also be desirable to invite representatives of international organisations doing work in the field of safety and health in agriculture to attend the meeting.

Proposals concerning the names of the experts and the international organisations to be invited to the meeting will be submitted to the Governing Body in due course.

Date, Place and Duration.

It is proposed that the meeting be held at I.L.O. headquarters, in Geneva, in April 1964 for a duration of 13 calendar days. The Governing Body will be asked to fix the exact dates in connection with the over-all programme of meetings.

Financial Implications.

A credit of $8,900 is provided for this meeting in the budget estimates for 1964 under sub-item 3.69. Subject to the adoption by the Conference of the proposed budget, this sum would be sufficient to provide for the organisation of a meeting on the lines suggested in the preceding paragraphs.

The Governing Body is invited—

(a) to authorise the convening of a meeting of experts on safety and health in agriculture for a duration of 13 calendar days;
(b) to decide that the agenda of the meeting shall be as proposed in paragraph 50 above; and
(c) to authorise the Director-General to submit to the Governing Body at a forthcoming session the names of the experts and international organisations to be invited.

Fact-Finding and Conciliation Commission on Freedom of Association

The present members of the Fact-Finding and Conciliation Commission on Freedom of Association were appointed, without limit of time, some 12 years ago. Two of them are no longer living, and it appears that, on grounds of age or for other reasons, some of the other members would no longer be available if a meeting of the Commission were required.

It therefore seems necessary to reconstitute the Commission and preferable to appoint its members in future for a term of three years at a time.

The Director-General accordingly proposes that the Commission should be reconstituted as follows:

Mr. Rafael Caldera (Venezuela), former President of the Venezuelan Chamber of Deputies; Professor of Labour Law, Central University of Caracas and Andrés Bello Catholic University.

Mr. David Cole (United States), former Director of the United States Federal Mediation and Conciliation Service.

Mr. Sudhi Ranjan Das (India), former Chief Justice of India; Vice-Chancellor, Visva Bharati University, Santiniketan.

Mr. Erik Dreyer (Denmark), former Permanent Secretary to the Danish Ministry of Social Affairs; former President of the State Mediation Board; former President of the International Labour Conference.

Lord Forster of Harray, K.B.E., Q.C. (United Kingdom), former President of the Industrial Court; former Chairman of the National Arbitration Tribunal.

Mr. Zaheer Garana (United Arab Republic), former Minister of Social Affairs; former Professor of Law, Cairo University.

Mr. Lamine Gueye (Senegal), President of the Legislative Assembly of Senegal; former Judge; former Counsel of the Court of Appeal of Dakar.

Mr. Francois de Menthon (France), former Public Prosecutor at the International Tribunal of Nuremberg; former Minister of Justice; former Minister of National Economy.

Mr. Arthur Tyndall (New Zealand), former Judge, New Zealand Court of Arbitration.

69. The above appointments would be for a period of three years from the date of appointment.

Membership of Panels of Consultants
Panel of Consultants on Co-operation.

70. The Director-General has been informed that Mr. M. Mukki, a member of the Panel of Consultants on Co-operation appointed after consultation with the U.S.S.R. Government, has been transferred to a new post and will therefore no longer be able to participate in the work of the Panel. After consultation with the U.S.S.R. Government, the Director-General proposes that the Governing Body appoint the following person to replace Mr. Mukki during the unexpired portion of his term of appointment, i.e. until June 1966:

Mr. V. I. Khorin (U.S.S.R.), Vice-Chairman of Tsentrosobyu (Central Co-operative Organisation of the U.S.S.R.).

Panel of Consultants on Indigenous and Tribal Populations.

71. The Director-General has been informed that Professor B. Gardanov, a member of the Panel of Consultants on Indigenous and Tribal Populations appointed after consultation with the U.S.S.R. Government, will no longer, for reasons of health, be able to participate in the work of the Panel. After consultation with the U.S.S.R. Government, the Director-General proposes that the Governing Body appoint the following person to replace Mr. Gardanov during the unexpired portion of his term, i.e. until June 1965:

Mr. T. Jumagizin, Assistant Director, Institute of Law and Philosophy, Academy of Science of the Kazakh Soviet Socialist Republic.

Panel of Consultants on the Problems of Women Workers.

72. At its 153rd Session (November 1962) the Governing Body decided to appoint a number of additional members to the Panel of Consultants on the Problems of Women Workers, and authorised the Director-General to submit a list of names to it for approval. At its 154th Session the Governing Body was informed that consultations were in progress with a view to the establishment of such a list.

73. The Director-General, after consultations with the governments concerned and with the Workers' group, is now in a position to submit a number of nominations for membership of the Panel of Consultants on the Problems of Women Workers. The present members of the Panel were appointed in 1959, and their terms of appointment are due to expire in June 1964. It is proposed that the new members should also be appointed for the period until June 1964, subject to the possibility of reappointment at that time.

74. The Governing Body is accordingly invited to appoint the following persons as members of the Panel of Consultants on the Problems of Women Workers for a period expiring in June 1964:

Government members:

Miss M. A. Ekpiken (Nigeria), Labour Officer, Federal Ministry of Labour.

Miss Souad Jedidi (Tunisia), Officer of the State Secretariat for Public Health and Social Affairs, attached to the Subdirectorat for Social Affairs and Labour.

Mrs. Marie Kalenská (Czechoslovakia), State and Law Institute, Czechoslovak Academy of Sciences.

Miss Bergliot Lie (Norway), Consultant on Child Labour and Women's Questions, Directorate of Labour Inspection.

Miss Marion V. Royce (Canada), Director of the Women's Bureau, Department of Labour.

Worker members:

Miss Tomi Funayama (Japanese), Member of the Executive Committee, Federation of Textile Workers.

Mrs. Heloïsa Montenegro da Silva (Brazilian), President of the Union of Midwives of the State of Guanabara, Rio de Janeiro.

Mrs. Hilda Otieno (Kenyan), Assistant Director of Education, Kenya Federation of Labour.

Mrs. Jayraj (Malayan), President, Women's Section, Malayan Trades Union Congress.

Miss Marianne Sohâi (Senegalese), Ministry of Education.

Miss Maria Nagels (Belgian), social worker, Brussels.

75. Consultations with a view to the nomination of a Government member from Burma and of the six Employer members still to be appointed have not yet been completed. The Director-General hopes to be able to submit the remaining names to the Governing Body in the near future.

Supplementary Note
Membership of the Panel of Consultants on the Problems of Women Workers.

1. In a previous document the Governing Body was invited to approve a number of nominations for membership of the Panel of Consultants on the Problems of Women Workers, and was informed that consultations were in progress with a view to the submission of further nominations. Consultations with the Employers' group of the Governing Body have now been completed, and the Director-General, as a result, is in a position to put forward the names of the following persons for appointment as Employer members of the Panel:

Regular members:

Mr. J. Raumackers (Belgian), General Secretary, Textile Industry Federation.

Miss Claire Bourgeois (Canadian), Director of Personnel, Ayerst, McKenna and Harrison Ltd., Montreal.

Mr. Emile Poncet (Malagasy), Société Tricomad.

Mrs. Violet Iyobode Poncet (Malagasy), Société Tricomad.

Mr. C. N. F. Swarttouw (Netherlands), Secretary of the Netherlands Hosiery and Knitted Goods Manufacturers' Association, Utrecht.

Mr. Yuda (Japanese), Chief of Labour, Nisshin Spinning Co.

Substitute members:

Mr. Mohammad Aly Rangeenwala (Pakistani), Chairman, Pakistan Council of the International Chamber of Commerce.

Mr. Nicolas Kanellopoulos (Greek), labour lawyer.

2. The Governing Body is invited to appoint the persons listed in paragraph 1 as members of the Panel of Consultants on the Problems of Women Workers for a period expiring in June 1964.

1 See above, paragraph 74.
Sixteenth Item on the Agenda: International Institute for Labour Studies

First Study Course.

1. The annual report on the activities of the Institute in 1962 and the programme approved by the Board of the Institute for 1964 were circulated at the 154th Session of the Governing Body, which decided to postpone their examination to the present session. The document circulated at the 154th Session, together with the appended report and programme, are reproduced below.


3. The Governing Body is further invited, in accordance with Article II, paragraph 1, of the Regulations of the Institute, to endorse the programme for 1964 as established by the Board of the Institute.

4. It will be recalled that the budget of the International Institute for Labour Studies was finally approved by the Governing Body at its 154th Session.

Twenty-third Item on the Agenda of the 154th Session: International Institute for Labour Studies

Annual Report for 1962 and Programme for 1964

1. The Board of the Institute held its Third Session on 20 February 1963.

2. In accordance with Article II, paragraph 7, of the Regulations of the Institute, the Board submits the attached Annual Report on the programme and work of the Institute to the Governing Body for review (Annex A).

3. In accordance with Article II, paragraph 1, of the Regulations, it also submits the approved programme for 1964 to the Governing Body for endorsement (Annex B).

4. The budget of the Institute for 1964 will be transmitted to the Governing Body in the report of the Financial and Administrative Committee for final approval in accordance with Article II, paragraph 8, of the Regulations.

ANNEX A


Special Lecture.

1. On 2 May 1962 Professor Ichiro Nakayama, Honorary Professor of Hitotsubashi University, former Chairman of the Central Labour Relations Commission and President of the Japan Institute of Labour, gave a lecture on "Labour and Economic Development in Japan since the War" under the auspices of the Institute. Invitations were sent to the University, the Graduate Institute of International Studies, the Management Development Institute and to a number of individuals in Geneva as well as to officials of the I.L.O. The text of the lecture was subsequently issued in English and French. With the permission of the Institute, the Japan Institute of Labour reprinted the lecture as a special issue of the Japan Labour Bulletin.

Activities in 1962

2. The first study course of the Institute was held from 17 September to 7 December 1962 and was conducted in English and French. It was designed for persons who had already acquired a certain experience with labour problems and who were likely to rise to positions of greater responsibility in the years to come.

3. After careful examination of some 100 applications received from the governments and the national employers' and workers' organisations of a number of countries, 30 participants were selected. One of these was unable to come at the last minute, while another was obliged to return home before completing the course.

4. The participants came from 28 different countries, 12 being government officials, 12 trade unionists and 5 from employers' associations.

5. The lectures delivered to the course were attended by a number of visiting participants who had sought and obtained permission to do so and, from time to time, by students from the University and the Graduate Institute of International Studies. In addition, of course, many of the lectures were attended by I.L.O. officials.

6. The annual internship course of the I.L.O. was in progress until 15 October, and the group of about 30 interns attended several of the lectures of the Institute.

7. The course itself was based on the central theme of "The Labour Force and Its Employment", but it also covered a number of major labour problems such as—

(a) wages and the status of wage earners;
(b) organisation of workers and the functioning of their organisations;
(c) relations between employers and workers and workers' participation in management and social institutions of the undertaking;
(d) social security and welfare;
(e) special labour problems relating to rural areas;
(f) labour problems of economic growth and development planning.

8. Participants were expected to familiarise themselves with the general characteristics of economic development before coming to Geneva, and a reading list and some documentation were sent to them in advance. The first two weeks of the course were devoted to lectures and discussions on this subject so that labour problems could be considered against this general background.

9. Participants were asked to prepare a report on some economic or social problem of particular interest to them in their own country and to submit this to the Institute in advance. These reports were distributed to all the participants. In addition, during the second half of the course, participants were required to work on specific projects, either individually or in groups. This work was carried out under the guidance of their tutors and gave an opportunity to the participants to work on topics of special interest and concern to them.

10. The participants were divided into three seminars, one of which was conducted in French and the other two in English. Each group was in charge of a tutor who was particularly responsible for the participants in his seminar. The tutors during the course were—

Mr. W. Campbell Balfour, Lecturer in Industrial Relations, University College of South Wales, Cardiff.
Mr. K. Doctor, Member of the Statistical Division, I.L.O.
Mr. P. Guglielmetti, Head of the Trade Union and Co-operative Studies Centre, University of Chile, Santiago.
Mr. B. Jouvin, International Institute for Labour Studies.
Mr. B. C. Roberts, Professor of Industrial Relations, London School of Economics and Political Science.
of the Board to the Governing Body:

It greatly regretted that the Institute did not dispose of sufficient financial resources to enable the Director to underwrite the necessary initiative and that the Executive Committee would be convened to examine the possibilities and to take whatever decisions might be necessary.

The Board noted that, in order to enable the Director to organise two study courses in 1963, funds would need to be formally assured to him not later than the middle of 1962.

11. Professor Jacques Freymond, Director of the Graduate Institute of International Studies, was good enough to agree to give an introductory lecture on Switzerland and Geneva, which was greatly appreciated.

12. During the course a role-playing exercise, based on a claim for an increase in the minimum wage of a certain country, was organised. A debate on the question of compulsory arbitration was also held.

13. Two days of the course were devoted to visits to industries in the Geneva area and in Lausanne and Solothurn. These industrial visits were followed by group and general discussions. Mr. J. Môé, Secretary of the Swiss Federation of Trade Unions, and Mr. Morillion, Secretary of the Swiss Federation of Metalworkers and Watchmakers, attended and took part in the final discussions.

14. Advantage was taken of the meeting of the Advisory Committee during the course at the end of November to organise a panel discussion with it. Participants had been asked to submit questions in writing, and these were answered and discussed by members of the panel.

15. During the course there were 65 lectures given by 59 lecturers of the I.L.O. and members of the Institute staff, and five were from the University of Geneva and the Graduate Institute. Advantage was taken of visiting Geneva meetings of the I.L.O., while a certain number of eminent specialists were specially invited to Geneva to lecture to the course. The texts of many of these lectures were distributed to the participants.

16. The International Council of Danish, Finnish, Norwegian and Swedish Employers' Confederations invited one of the participants to visit Denmark and Norway after the course in order to study co-operation between the employers, workers and the public authorities in carrying out their responsibilities for the national economy. Unfortunately, the participant selected was unable to complete the programme arranged for him.

17. Thanks to the co-operation of the Institute of National Planning, Cairo, it was possible to arrange for a second study course in 1963, but unfortunately this did not prove possible. However, a certain number of other activities to be carried out during that year. These were arranged in consultation with the Chairman of the Board.


18. As indicated earlier, the Advisory Committee met during the study course and discussed the organisation and curriculum of future courses. A report on this meeting is included in the report of the Board to the Governing Body.

Programme for 1963

19. The Board held its Second Session on 24 February 1962. It adopted the budget and the programme for 1963. It promised that the Institute would in future be able to arrange for a number of other activities to be carried out during the course.

20. The following paragraphs were included in the report of the Board to the Governing Body:

21. The Board therefore asked the Director to examine further all possibilities of finding the additional sum necessary, including a request to the Governing Body later this year for a supplementary credit. It noted that the growth of collective bargaining as a method of settling disputes between employers and workers has developed in the following regions: (a) Latin America and the Caribbean; (b) Africa; (c) Middle East; (d) South-East Asia; (e) Far East and the Pacific; (f) the Middle East.

22. These scholarships for the first course were received from:

(a) the Trades Union Congress of the United Kingdom;
(b) the Employers' Federations of Denmark, Finland, Norway and Sweden;
(c) Richard Thomas and Baldwins Limited, London (one scholarship annually for five years; the scholarships will therefore be available up to 1966);
(d) the Swedish Agency for International Assistance (two scholarships).

23. Those scholarships which were received after the Board had held its Second Session were referred to members of the Board by bargaining letters of 19 April and 25 July 1962 and were accepted by the Governing Body at its 152nd and 153rd Sessions (June and November 1962).

24. Though it did not prove possible to raise sufficient money for a second study course in 1963, the Director was able to arrange for a number of other activities to be carried out during that year. These were arranged in consultation with the Chairman of the Board.

25. Following the decision of the Board at its Second Session the Director convened a meeting of research consultants in Geneva from 14 to 18 January 1963 to consider the preparation of a programme of research for the Institute.

26. The following attended:

Mr. R. W. Cox, Chief, Special Research and Reports Division, I.L.O.
Mr. N. N. Franklin, Chief, Economic Division, I.L.O.
Mr. J. de Givry, Chief, Labour-Management Relations Division, I.L.O.
Mr. G. Lambert-Lamond, United Nations.
Mr. I. Nakayama, Director, Japan Institute of Labour.
Mr. G. Reish, Consultant, Organisation for Economic Cooperation and Development.
Mr. J. Reysna, Professor, Conservatoire national des arts et métiers.
Mr. B. C. Roberts, Professor of Industrial Relations, London School of Economics and Political Science.
Mr. A. Ross, Professor, Institute of Industrial Relations, University of California.
Mr. J. Stiebner, Michigan State University.
Mr. J. Wisniewski, Professor, Higher Institute of Planning and Statistics.

27. The consultants had received the report on the Second Meeting of the Advisory Committee and took the suggestions for the programme for the Institute Committee on research a stage further by discussing a number of specific projects. A large number of projects and ideas were discussed, and three in particular found general support. These were divided in some detail with a view to their being undertaken in the near future. These three projects are outlined below.

Analysis of Collective Agreements.

28. The growth of collective bargaining as a method of resolving important problems in the field of industrial and social relations should be examined in order to discover whether it is achieving satisfactory results.

29. The development of collective bargaining has been a basic objective of the I.L.O. since its earliest days. Many important articles of the International Labour Code derive from this fact: for example, the Freedom of Association and Protection of the Right to Organise Convention, 1948, the Right to Collective Bargaining Convention, 1949, and the Collective Agreements Recommendation, 1951.

30. Collective bargaining, actively fostered by the I.L.O., has been accepted as a desirable goal not only by the more advanced industrial countries but also by most of the less developed nations and non-metropolitan territories. There is evidence of a considerable development of collective bargaining in the latter territories.

31. The analysis should begin by examining the extent to which collective bargaining has developed in the following regions: (a) Latin America and the Caribbean; (b) Africa; (c) Middle East; (d) South-East Asia; (e) Far East and the Pacific.

32. The analysis should proceed by examining the contents of agreements in selected countries in each main...
area, classified according to industry and in some cases occupation, e.g. government clerks. The purpose of this analysis would be to discover the type of problem the collective agreement was developed to deal with.

33. The investigation would then proceed to an analysis of the factors influencing the character of collective agreements. An attempt would be made to discover to what extent collective agreements were determined by the influence of ideas and policies imported from the more advanced countries, in particular the special influence of collective policy on non-metropolitan territories and the extent to which these influences continued after independence. The next stage would be to determine the influence of indigenous cultural factors, and finally to try to disentangle the influence of technological and market factors of both a local and more general character.

34. The final stage would be to examine the extent to which collective agreements are in practice effectively administered and to assess the degree to which this system is a viable method of solving the problems with which it seeks to grapple.

35. The Director is examining the administrative and financial implications of this project with a view to beginning work on it in the summer of 1963. Professor B. C. Roberts of the London School of Economics has been asked and has agreed to assume the general responsibility for this project, while the Labour-Management Relations Division of the I.L.O., which has participated in all the discussions held, has undertaken to co-operate to the maximum extent possible.

Research Conference on Industrial Relations and Economic Development.

36. A research conference on industrial relations and economic development is proposed, the primary purpose of which would be to present, discuss and evaluate current research bearing on the topic, should be organised.

37. The Director is proposing that such a research conference be held, and detailed proposals are being submitted to the Board as part of the programme for 1964.

Study of Trade Union Leadership.

38. The consultants examined a proposal formulated at the request of the Institute by Dr. S. D. Punekar of the Tata Institute of Social Sciences, Bombay, for a study of trade union leadership.

39. The present weakness of trade unions in developing countries has been attributed, at least partly, to outside leadership. It has at the same time been recognised that leadership from within the ranks is increasing. A study of the type proposed would throw light on the nature and extent of outside leadership and of its influence on the organising and functioning of trade unions. It would also show the influence of outside leadership on the role of trade unions in the social and economic life of the country.

40. The usefulness of any such study would be greatly enhanced if carried out in other developing countries, and the proposal could be regarded as a first step of a study ultimately covering several countries.

41. Attention has been drawn to the fact that a member of the staff of University College, Ibadan, Nigeria, was proposing to undertake a somewhat similar study. The Director is examining the possibility of arranging for suitable contact between the two persons concerned and of arranging a common framework for these two studies.


42. The study of new techniques in library and documentation work to cope with the ever-rising tide of technical literature is becoming of increasing importance. Connected with the study of new indexing techniques is the necessity of developing the capability of electronic data processing to these. At the moment, however, these studies are in their introductory phase, and a great deal of work remains to be done in this field.

43. The Institute has therefore taken the lead in organising a symposium in Geneva on these new techniques, especially viewed from the angle of automated methods. This is designed to offer all persons interested in library and documentation work in Geneva an introduction to this subject.

Regional Seminar for Arab States Organised Jointly with the Institute of National Planning, Cairo.

44. A regional seminar for Arab States on problems of planning the labor force and its employment is being organised jointly with the Institute of National Planning, Cairo, and will be held in that city from 11 to 22 March 1963.

45. This seminar will be centred round two main topics: I. Employment objectives in development planning. II. Planning to meet the needs for trained manpower.

46. The seminar will be held in two parts, and in fact will represent two distinct activities. The first activity will be to establish the basis of morning and evening sessions for the benefit of the trainees of the Institute of National Planning and for any participants who may be sent by the governments of the Arab States. All the Arab States (except Yemen) have been invited to send up to three participants each. The cost of these participants would be borne by the governments concerned.

47. The second programme will consist of a certain number of evening sessions for the various experts invited who will present papers for discussion. Certain senior officials and university professors in Cairo will be invited to attend.

48. It is hoped that it will be possible to publish these papers.

Round-Table Conference of African Labour Ministers.

49. It is intended to organise, during the International Labour Conference in June, a Round-Table Conference of Ministers of Labour from African Countries. This conference will be organised round the theme "The Role of the State in Industrial Relations", a current preoccupation in many countries of the world.

50. Following a short introduction by the Institute, two or three ministers will be invited to submit information on their countries and to outline their views. It is hoped that a general discussion will ensue.

51. If this experiment proves successful it could become a regular feature during sessions of the International Labour Conference.

Conference on Problems of Employment in Economic Development.

52. Following discussions with the International Economic Association the Institute is organising a Conference on Problems of Employment in Economic Development.

53. This follows the pattern of the Conference on Labour Productivity organised under the auspices of the International Economic Association and held in Cochabamba in August-September 1961. The Planning Committee of the I.E.A., which organised this conference, has kindly undertaken to work on the organisation of the proposed meeting. It will meet in Geneva on 22 February 1963 to consider the date and detailed organisation of this conference.

Financing These Additional Activities.

54. At its First Session in July 1963 the Board adopted a resolution on the establishment of a reserve for the Institute. The Board decides that the income accruing from interest on the Endowment Fund for the period up to 31 December 1962 shall be set aside to constitute a Reserve Fund.

55. This Reserve Fund shall be used for meeting expenditure for purposes approved in the annual budget, where the need for such expenditure arises unexpectedly after approval of the annual budget and where the funds authorised under the annual budget are insufficient for such purpose.

56. Withdrawals in conformity with the above may be made by the Director of the Institute up to a total in any one calendar year of two-thirds of the amount standing in the Reserve Fund at 1 January of that year, or $40,000, whichever is the lesser sum, and subject to the prior concurrence of the Executive Committee of the Board of the Institute.

57. In accordance with the terms of this resolution members of the Executive Committee were consulted and authorised the Director to draw up the $40,000 for the proposed Conference on Problems of Employment in Eco-
onomic Development and up to $5,000 for the Regional Seminar for Arab States on Problems of Planning the Labour Force and Its Employment.

Grant from the Ford Foundation

56. By letter of 21 January 1963 the Ford Foundation informed the Director-General that the Foundation had provided a grant of $200,000 over a two-year period to enable the International Institute for Labour Studies to hold additional international training courses and to conduct special research on labour-management problems in the developing countries.

Accommodation

57. The expansion in the work of the Institute during 1962, the plans under consideration for further growth in future years and the difficulties concerning hotel residence for participants which were encountered during the study course held at least two study courses a year was so strongly stressed. It was regretted that it had not been possible to arrange to hold two courses during 1963.

3. A full report on the first study course is contained in the annual report for 1962. The Advisory Committee considered various aspects of the organisation and curriculum of future courses, and its views were conveyed to the Board in the report on its meeting.

4. The experience of the first course has confirmed the wisdom of the general pattern already established for the study courses by the Board, after considering the views of the Advisory Committee. The latest discussions of the latter will be fully taken into account in the course to be held in 1963; and year by year the character of the courses will develop on that foundation in accordance with the needs and responses of the participants as well as the general development of the world-wide study of labour problems.

5. The Board paid particular attention to the views expressed by the Advisory Committee in its report on its Second Meeting relating to the use of more than one language in a course. It will be recalled that it had originally been intended to conduct the study course in 1963 and subsequently in three languages. The experience of the first course showed that this would be unwise and its results would be unsatisfactory. A large part of the tuition must be given through discussion among the participants, and to have three language groups unable to communicate very much with each other would be a serious limitation.

6. In the light of experience, therefore, and of the suggestions of the Advisory Committee, it is proposed to organise future full courses to be conducted in two languages. If opportunity arises and if experience suggests its desirability, shorter courses may use one language only.

7. Thus the study course in 1963 will be conducted in English and Spanish, with about 20 English-speaking participants and ten Spanish-speaking ones. It is proposed that the third study course, which will be held in spring 1964, should be conducted in French and English, with about 20 French-speaking participants and ten English-speaking ones.

Research

8. Reference is made in the Annual Report to the Meeting of Research Consultants which met from 14 to 18 January 1963 to help the Director in preparing a research programme for the Institute. As indicated there, the Director hopes to launch the study of collective agreements during 1963. In the light of the discussions of the Advisory Committee and the research consultants, as well as of the consideration of research undertaken by I.L.O. divisions, further research activities by the Institute in close collaboration with the I.L.O. will be undertaken. These studies and the formulation of a forward-looking programme of research in future will be continued throughout 1964 and will require, at the least, the services of a full-time research officer in Geneva.

9. The Board decided that a research conference on industrial relations and economic development should be held in Geneva from 24 August to 4 September 1964. The primary purpose of this conference would be to present, discuss and evaluate current research bearing on the topic. The participants would be mainly researchers and scholars with an active interest in the subject in general.

10. Among the advantages of such a research conference would be the following: it would attract the interest of part of the Institute's clientele; it would enlist the efforts of many distinguished scholars; it would bring together researchers from developing areas with those from industrially more advanced societies, to the advantage of both; and it would deal with unexplored questions and controversial issues at an intellectual level without committing the I.L.O. as a whole. It might well provide a springboard for subsequent research sponsored by the Institute; it would result in the publication of a book to enhance the reputation of the Institute; and it would be a source of teaching materials for future courses.

11. The research conference might last ten days and be attended by about 25 invited participants, in addition to the Director and staff of the Institute and appropriate I.L.O. officials. The persons invited would participate in their own right as individuals. It would, of course, be necessary to have a proper balance as between geographical regions, advanced and developing countries, and different types of economic societies.

12. The conference might be organised as follows. A "trend report" including factual material on legislative framework, workers' and employers' organisations, etc., would be prepared and circulated in advance. This background report would be largely prepared within the Institute and the Office. Ten of the conference participants would be asked to write major papers, which would also be circulated in advance. Each day would be devoted to the discussion of one of these papers. The discussion would be introduced and led by some participants other than the author. The author would, of course, take part in the discussion and would have the opportunity of making a final statement at the end of the day. The research volume to be published at the end of the conference would consist of these ten reports, as revised subsequent to the conference, together with the background report, and introductory and concluding chapters written by the conference chairman.

13. Professor Arthur Ross, Director of the Institute of Industrial Relations, University of California, has agreed to act as co-ordinator of the preparation of papers and selection of participants in the conference in consultation with the Institute.

14. It is proposed that possibilities of outside finance for this conference be explored. A grant from some outside source would reduce or eliminate the burden of this conference on the Institute's budget and permit other activities to be carried out.

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1 See above, Annex A, paras. 21-18.
2 See above, Annex A, paras. 25-41.
Seventeenth Item on the Agenda: Report of the Director-General

I. Obituary

Professor Luigi Carozzi.

1. The Director-General announces with deep regret the death on 19 March 1963 of Professor Luigi Carozzi, Chief of the Industrial Health Section of the I.L.O. from September 1920 to June 1940 and honorary Professor of the University of Geneva.

2. Professor Carozzi was a prominent figure in the field of modern industrial medicine, and for more than a generation was an unchallenged authority in his speciality. He was in many respects the leader of the little band of pioneers who in the early years of this century conceived and developed this eminently social aspect of medicine. In 1906 he established in Milan the Permanent Commission and International Association on Occupational Health, of which he remained the Secretary-General for 50 years, and he became internationally famous for his work as head physician of the Milan Industrial Diseases Clinic and his activities as Reporter of the Washington International Health Congress and the Milan and Vienna International Congresses on Industrial Diseases.

3. Professor Carozzi was thus already a distinguished specialist when he joined the I.L.O. staff in 1920. He lent his personal prestige to the Office, and the I.L.O. in return afforded him an ideal medium for the dissemination of his ideas. Under its auspices he organised many meetings of experts to study the more prevalent forms of industrial poisoning at the time, such as lead, phosphorus and manganese poisoning, and he made a considerable contribution to research on such occupational diseases as anthrax, dermatoses, asbestosis and, above all, pneumoconiosis. He also directed the publication of one of the first manuals for industrial physicians and an Encyclopaedia on Occupational Health which is still a standard work today. His personal influence for the betterment of physical conditions of labour was immense, and his work in and through the I.L.O. was in no small measure responsible for the emphasis on safety and health protection which characterises the industrialised world at the present time throughout the world.

4. After leaving the I.L.O. he was appointed to the chair of occupational diseases at the University of Geneva and was later appointed honorary Professor. He was also for 13 years the Delegate-General of the Italian Red Cross in Switzerland.

5. The Governing Body will no doubt wish the Director-General to convey its sympathy to Professor Carozzi’s family.

Mr. Maximilian Sauerborn.

6. The Director-General regrets to inform the Governing Body of the death in Bonn on 17 May 1963 of Mr. Maximilian Sauerborn, former Secretary of State in the German Federal Ministry of Labour and Social Affairs.

7. Mr. Sauerborn was born in Montabaur on 28 August 1889. After law studies at the universities of Freiburg, Munich and Marburg, he served from 1923 in the German Ministry of Labour, with the rank of Departmental Head. In 1949 he was appointed President of the Bavarian State Insurance Office. From 1949 until 1957 he held office as Secretary of State in the Federal Ministry of Labour and Social Affairs.

8. From the admission of the Federal Republic of Germany into the International Labour Organisation in 1952 until his retirement from office in 1958, Mr. Sauerborn attended all the annual sessions of the International Labour Conference. He was the representative of his Government on the Governing Body from 1954 until 1958, and from June 1956 until his retirement he was Chairman of its Committee on Industrial Committees. On a number of occasions he acted as chairman of Industrial Committees and analogous bodies.

9. The Governing Body will no doubt wish the Director-General to convey its sympathy to Mr. Sauerborn’s family and to the Government of the Federal Republic of Germany.

II. Composition of the Organisation

Entry of Burundi, Uganda, and Trinidad and Tobago.

10. Article 1, paragraph 3, of the Constitution provides that a Member of the United Nations may become a Member of the International Labour Organisation by communicating to the Director-General its formal acceptance of the obligations of the Constitution.

11. By letter dated 1 March 1963 the Government of the Kingdom of Burundi, which was admitted to the United Nations on 18 September 1962, communicated to the Director-General its formal acceptance of the obligations of the Constitution of the International Labour Organisation. This letter was received by the Director-General on 11 March 1963, and Burundi accordingly became a Member of the International Labour Organisation on that date.

12. By letter dated 20 February 1963 the Government of Uganda, which was admitted to the United Nations on 25 October 1962, communicated to the Director-General its formal acceptance of the obligations of the Constitution of the International Labour Organisation. This letter was received by the Director-General on 25 March 1963, and Uganda accordingly became a Member of the International Labour Organisation on that date.

13. By letter dated 18 May 1963 the Government of Trinidad and Tobago, which was admitted to the United Nations on 18 September 1962, communicated to the Director-General its formal acceptance of the obligations of the Constitution of the International Labour Organisation. This letter was received by the Director-General on 24 May 1963, and Trinidad and Tobago accordingly became a Member of the International Labour Organisation on that date.

14. The entry of Burundi, Uganda, and Trinidad and Tobago brings the number of States Members of the Organisation up to 108.

III. Progress of International Labour Legislation

15-21. [Paragraphs 15 to 21 contain information relating to the ratification of Conventions and declarations concerning their application to non-metropolitan territories (article 35 of the Constitution). These paragraphs...]

APPENDIX XVII
Ratification Authorised (Article 19 of the Constitution).

22. The ratification of the following international labour Convention has been authorised in Haiti:

Entry into Force of Conventions.

23. The Social Policy (Basic Aims and Standards) Convention, 1962, will come into force on 23 April 1964 following the registration of its ratification by Jamaica on 23 April 1963. Article 18 of this Convention provides that it shall come into force 12 months after the date on which the ratifications of two Members of the International Labour Organisation have been registered with the Director-General. The first ratification of this Convention, by Jordan, was registered on 7 March 1963.

24. The Equality of Treatment (Social Security) Convention, 1962, will come into force on 25 April 1964 following the registration of its ratification by Sweden on 25 April 1963. Article 15 of this Convention provides that it shall come into force 12 months after the date on which the ratifications of two Members of the International Labour Organisation have been registered with the Director-General. The first ratification of this Convention, by Jordan, was registered on 7 March 1963.

IV. Internal Administration

Communication to the Governing Body of Appointments under Article 4.2 (c) of the Staff Regulations.

25. Article 4.2 (c) of the Staff Regulations of the International Labour Office provides as follows:

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.

26. The following appointment is reported to the Governing Body under the above-mentioned article:

Staff at Headquarters.

Mr. Anwar Ahmad Shaheed (Pakistani), promoted Chief of the Field Services Division on 5 January 1963. Born on 15 June 1919. Joined the I.L.O. staff in 1956 and was provisionally attached to the Field Services Division. Transferred to the Women's and Young Workers' Division on 15 October 1956, remaining there until 1 July 1958, when he was transferred to the Labour-Management Relations Division. He was appointed Acting Chief of the Field Services Division on 1 January 1961.

V. Publications

27. Apart from the regular issue of the periodical publications (International Labour Review, Official Bulletin and Legislative Series) the period since the last session of the Governing Body has been mainly taken up by the programme of Conference documents.

28. In view of the special character of the Report of the Director-General this year, a separate Report to the United Nations has been issued. An appendix to the Director-General's Report contains a review of the action taken on the resolutions adopted by various sessions of the International Labour Conference. The remaining reports for the 47th (1963) Session of the Conference, on financial and budgetary questions and on the application of Conventions and Recommendations, have been issued. In order to facilitate wider dissemination, the third part of the report of the Committee of Experts on the Application of Conventions and Recommendations—Report III (IV)—which deals this year with discrimination in employment or occupation, has been reprinted as a separate brochure.

29. The first report on the employment of young persons in underground work in mines for the 1964 Session of the Conference has been issued; and the first report on women workers in a changing world for the same session is in the press.

First Supplementary Report

PROPOSALS CONCERNING THE AMENDMENT OF ARTICLE 35 OF THE CONSTITUTION OF THE INTERNATIONAL LABOUR ORGANISATION

1. At the 153rd Session of the Governing Body (November 1962) the Director-General undertook to submit to the 154th Session proposals on the subject of the possible amendment of article 35 of the Constitution of the International Labour Organisation.

2. Having now had an opportunity of examining the whole matter, the Director-General suggests that the Governing Body should at its present session appoint from among its own members a small committee to examine whether it would be practicable for the Governing Body to submit to the Conference a generally agreed proposal for the amendment of article 35.

3. If such a committee is appointed, it might be requested to report to the 157th Session of the Governing Body on the understanding that, if a sufficient measure of agreement is reached in the committee and the Governing Body to justify a proposal for the amendment of the Constitution, the Governing Body will in November 1963 add the question to the agenda of the 1964 Session of the Conference.

4. Such a committee would presumably be guided by the general considerations of long-range constitutional policy on which the I.L.O. has always based its decisions in constitutional matters. The Conference in 1946 approved a report in which special emphasis was placed on four considerations of this nature:

(a) flexibility is the first essential of a good constitution. The circumstances in which it may have to be applied in the future cannot now be foreseen and are likely to change greatly in the course of years. Flexibility allows of growth and of adaptation to the needs and opportunities of the unknown future; rigidity is likely to result in frustration rather than progress;

(b) no constitution can work successfully unless there is general agreement on its fundamental provisions. It is therefore important that proposals in the constitutional field should secure general agreement and thus maintain unimpaired the unity and strength of the Organisation as an indispensable instrument which the peoples of the world can use for the implementation of the aims and purposes of the Organisation;

(c) on the basis of its existing Constitution the International Labour Organisation has been able to become a solid reality. Nothing in the existing practice and tradition of the Organisation can be regarded as sacrosanct whenever new needs create new requirements, but there is no virtue in change as such, and in modifying the Constitution great care should be taken to conserve all those features of it which have been important elements in the success of the Organisation;

(d) amendments to the Constitution do not come into force by virtue of their receiving the approval of the Governing Body
the Conference. They require ratification by two-thirds of the Members, and the need to secure such ratification must therefore be taken into account in framing any amendment.

5. Having regard to these considerations the Director-General suggests that the Governing Body committee proposed in paragraph 2 might take as the basis of its work the text of a suggested amendment to the Constitution set forth as an annex to this paper.

6. The circumstances in which this text is suggested as a basis of discussion are as follows.

7. By a resolution adopted at its 46th (1962) Session by 232 votes to 0, with 24 abstentions, the International Labour Conference requested the Governing Body of the International Labour Office in the light, inter alia, of the second report of the 1961 Conference Committee on the Application of Conventions and Recommendations, and of the report of the Committee of Experts referred to therein, to consider placing on the agenda of an early session of the International Labour Conference the question of the revision of article 35 of the International Labour Organisation Constitution and to take such action as may be necessary for this purpose.

8. This request follows a number of earlier discussions at the International Labour Conference.

9. The time would now appear to have come when it would be appropriate to re-examine the provisions of article 35 of the Constitution of the International Labour Organisation in the light of the fact that 25 countries which were at one time territories covered by article 35 of the Constitution have now become independent Members of the International Labour Organisation.

10. The resolution adopted by the Conference in 1962 requests the Governing Body to examine the matter in the light, inter alia, of the second report of the 1961 Conference Committee on the Application of Conventions and Recommendations, and of the report of the Committee of Experts referred to therein.

11. The relevant passage of the second report of the 1961 Conference Committee was in the following terms:

**Influence of Article 35**

12. The review of the matter by the Committee of Experts on which the discussions of the Conference Committee were based will be found on pages 247 to 330 of its 1961 report.

13. This review supplements the report on The Influence of Article 35 of the Constitution of the I.L.O. on the Application of Conventions in Non-Metropolitan Territories, submitted to the Conference by the Director-General in 1959 in response to a request from 1961, and referred to in the preceding paragraphs, show clearly that the practical effect of article 35 as it has operated hitherto has been to secure an ever-widening degree of application of the provisions of international labour Conventions and of regular and detailed reporting concerning the measures taken to give effect thereto. The factual evidence, which is available to the Governing Body in the reports mentioned above, shows that the article has operated in a beneficial and positive manner. The results of its operation have been reflected in two facts: 29 Members of the Organisation have been able on becoming Members to register no obligations accepted on their behalf by the application of certain provisions of the I.L.O. Constitution made since 1922 is now 3,232, and that 1,947 of these communications resulted in making a Convention applicable to a territory. The Committee noted from the chart of application of Conventions appended to Part Four of the Committee of Experts' report that in almost 2,300 cases Conventions were fully or very substantially applied even in the absence of any formal communication.

14. The comprehensive and objective factual studies made by the Director-General in 1959 and by the Committee of Experts in 1961, and referred to in the preceding paragraphs, show clearly that the practical effect of article 35 as it has operated hitherto has been to secure an ever-widening degree of application of the provisions of international labour Conventions and of regular and detailed reporting concerning the measures taken to give effect thereto. The factual evidence, which is available to the Governing Body in the reports mentioned above, shows that the article has operated in a beneficial and positive manner. The results of its operation have been reflected in two facts: 29 Members of the Organisation have been able on becoming Members to register no fewer than 387 ratifications in confirmation of the obligations accepted on their behalf by the application of article 35; 1,324 declarations of application to non-metropolitan territories, spread over 63 Conventions and 67 territories, are at present in force; 158 new declara-
tions of application without modification were registered in 1962. The practical effect has been that men, women and children all over the world are enjoying the protection of international labour standards today, a protection which would have been less effective if article 35 had not been in operation and the action taken thereunder had not been vigilantly scrutinised by the International Labour Organisation through the regular examination of annual reports for over 35 years.

15. Circumstances have, however, now changed to the point at which some reconsideration of the position is desirable. All of the larger territories at one time covered by article 35 have now either become Members of the International Labour Organisation or seem likely to become Members within the foreseeable future. By reason of ensuing changes which have occurred in the political structure of the world the article no longer has the same importance as a potentially beneficial and constructive influence. It has, moreover, come to be associated in the minds of many people with political situations which no longer exist or are rapidly changing. It therefore seems desirable to eliminate from the Constitution a provision which, by becoming the subject of continuing political controversy, has become a liability rather than an asset to the effectiveness of the work of the Organisation.

16. The proposed new text submitted as an annex to this paper as a basis for discussion of the matter by a Governing Body committee accordingly provides for the elimination from the Constitution of any reference to non-metropolitan territories in any shape or form; it also eliminates the present provision which permits of modifications in the application of Conventions to non-metropolitan territories which would not be permissible in respect of member States. Any recognition which the present terms of the Constitution may be thought to give to "colonialism" would thereby be clearly eliminated.

17. There are, however, a number of practical considerations which must be taken into account in framing an appropriate amendment for this purpose.

18. The first of these is that no such amendment can be retroactive in effect. Presumably nobody would want it to have the effect of destroying the international obligations which at present exist in virtue of the 1,324 declarations under article 35 already in force. Nor could it have the effect of enlarging the geographical scope of obligations under existing ratifications or make such obligations applicable to further territories without their consent by reason of a ratification by the metropolitan country prior to the amendment, to which they were not at the time a consenting party and concerning which they may not have been consulted. It is so clear on general principle that such an amendment could not be retroactive in effect that it seems unnecessary to elaborate the point further.

19. The second practical consideration is that there continue to be substantial numbers of small territories which have in many cases long enjoyed, and increasingly enjoy, full autonomy in respect of the subject-matter of Conventions but which may not by reason of their size become independent Members of the International Labour Organisation. The political future of such territories is not a matter for the International Labour Organisation, but the Organisation must take their existence into account as one of the complexities of the world in which it works. There will, it is believed, be a wide agreement that in seeking a solution for the problem full attention must be paid to two considerations of decisive practical importance. Firstly, any amendment to the Constitution must respect and not seek to over-ride the interests of such self-governing territories. Secondly, an amendment to the Constitution would defeat its own purpose and weaken rather than expand the influence of the Organisation and of the Conventions if a State with an industrial population of millions were unable to accept the obligations of a Convention which for constitutional or practical reasons could not be applied in a territory with an industrial population measured in thousands.

20. The claim for reasonable flexibility in the application of Conventions is one upon which many of the new Members of the Organisation have laid great stress. It has been voiced repeatedly in the proceedings of the Asian Advisory Committee. In an increasing number of States there are states or provinces other than non-metropolitan territories which have autonomous systems. There may be further cases in both Asia and Africa in the near future. Hitherto article 35 has afforded a measure of flexibility by enabling the metropolitan power to accept the obligations of a Convention for one territory without accepting them for another. It would seem reasonable that Asian and African States with a composite political structure should enjoy the same measure of flexibility in future.

21. In the text submitted in the annex to this paper an attempt has been made to respect and reconcile these various considerations. The text starts from the concept that Conventions ratified by Members should be applied so far as possible throughout the territories for whose international relations they are responsible, but, in particular, it treats such universality of application as an objective rather than as an unvarying obligation of the ratifying Member and recognises that this objective can be achieved only as far as is practicable without prejudice to the self-governing powers of autonomous territories and with due regard to such differences in industrial conditions as may exist. It does this by providing that a ratification shall be regarded as applicable to all territories for whose international relations the Member is responsible, unless the Member communicates to the Director-General with its ratification a declaration specifying the territories in respect of which the Convention is to be applied. There is therefore a presumption that any Member ratifying is regarded as having ratified in respect of all territories for whose international relations it is responsible, combined with a ratification permitting the ratifying Member to refute this presumption by making a declaration specifying the states, provinces or territories in respect of which it undertakes that the provisions of the Convention will be applied.

22. Certain points call for further clarification.

23. It would clearly be appropriate to have a provision whereby the scope of the obligations undertaken could subsequently be extended by a later declaration.

24. There would seem to be a balance of advantage in favour of maintaining provisions requiring Members to bring Conventions to the attention of the governments of territories with self-governing powers and permitting the acceptance of obligations in respect of jointly or internationally administered territories. These matters are at present provided for in paragraphs 4, 5 and 6 of article 35, the substance of which it seems would be desirable to retain. It would also seem desirable to retain provisions for reporting on the steps taken in respect of Conventions and Recommendations in any particular province or territory in respect of which the provisions of the Convention are not accepted.

25. The relationship between the proposed text and the existing obligations of federal States under article 19, paragraph 7, of the Constitution also calls for some explanation. The new proposal would permit such States, if they so desire, to ratify a particular Convention in respect of less than the whole of their metropolitan territory, but they may well be the responsible, however, policy of certain federal States to accept international obligations in this manner in respect of only a part of their metropolitan territory, and the proposed text would not place them under any kind of obligation to do so.

26. The proposed amendment has been drafted so as not to deprive new States with a federal or other composite political structure of the possibility—which
has existed hitherto under article 19—of treating differently states, provinces or territories at different stages of economic and social development. The new drafting would neither add to nor change in any way the existing obligations of federal States under article 19 (7) of the Constitution or the procedure governing their consideration of Conventions and Recommendations as set forth in the present paragraph. In this respect the present constitutional position, whereby the obligations of federal States prior to ratification are governed by article 19 (7) and their obligations after ratification by the general provisions of the Constitution, remains unchanged. The change would have no application to federal States unless they decided in their own discretion in respect of a particular Convention to ratify for less than the whole of their territory in the manner envisaged by it; paragraphs 3, 4 and 5 of the article, which deal with other matters, would not become applicable to federal States at any stage. Neither might it be appropriate to allow a federal State to ratify in respect of less than the whole of its territory in certain special cases, notably in the case of Conventions containing provisions for equality of treatment on the basis of reciprocity. It would be necessary to consider these and other matters of detail with special care during examination of the matter by the suggested Governing Body committee.

27. While the Director-General has thought it appropriate to indicate the considerations by which he has been guided in framing the proposal which the Governing Body may later request him to submit, the Governing Body may prefer not to enter into the substance of the matter at the present stage but to decide in the course of the present session—

(a) to appoint from among its members a small committee to examine whether it would be possible for the Governing Body to submit to the Conference a generally agreed proposal for the amendment of article 35; and

(b) to request the committee appointed to report to the 157th Session of the Governing Body on the understanding that, if a sufficient measure of agreement is reached in the Committee and Governing Body to justify a proposal for the amendment of the Constitution, the Governing Body will in November 1963 add the question to the agenda of the 1964 Session of the Conference.

Financial Implications

28. On the assumption that this committee will meet in conjunction with the Governing Body, the cost thereof will be limited to per diem allowances and can be met from item 1-B of the budget.

ANNEX

Suggested Amended Text of Article 35 of the Constitution

1. With a view to ensuring that Conventions ratified by Members in accordance with the provisions of this Constitution are applied so far as practicable throughout the territories for whose international relations they are responsible without distinction as to the self-governing powers of any state, province or territory enjoying such powers and with due regard to such differences in industrial and economic conditions as may exist, the Member responsible for the administration of any territory, in virtue of the Charter of the United Nations or otherwise, in respect of any such territory.

3. Where the subject-matter of the Convention is within the self-governing powers of any territory, the Member responsible for the international relations of that territory shall bring the Convention to the notice of the government of that territory as soon as possible, with a view to the enactment of legislation or other action by such government. Thereafter the Member, in agreement with the government of the territory, may communicate to the Director-General of the International Labour Office a declaration accepting the obligations of the Convention on behalf of such territory.

4. A declaration accepting the obligations of any Convention may be communicated to the Director-General of the International Labour Office—

(a) by two or more Members of the Organisation in respect of any territory which is under their joint authority; or

(b) by any international authority responsible for the administration of any territory, in virtue of the Charter of the United Nations or otherwise, in respect of any such territory.

5. Acceptance of the obligations of a Convention in virtue of paragraph 3 or paragraph 4 of this article shall involve the acceptance on behalf of the territory concerned of the obligations stipulated by the terms of the Convention and the obligations of the Constitution of the Organisation which apply to ratified Conventions.

6. Each Member or international authority which has communicated a declaration in virtue of this article may, from time to time, in accordance with the provisions of the Convention relating to the denunciation thereof, communicate a further declaration terminating the acceptance of the obligations of the Convention on behalf of any state, province or territory specified in the declarations.

7. If the obligations of a Convention are not accepted on behalf of any state, province or territory, the Member or Members or international authority concerned shall, as requested by the Governing Body, report to the Director-General of the International Labour Office the position of the law and practice of that state, province or territory, in regard to the matters dealt with in the Convention and the extent to which effect has been given, or is proposed to be given, to any of the provisions of the Convention by legislation, administrative action, collective agreement or otherwise.

Second Supplementary Report

REPLIES FROM I.L.O. MEMBER STATES TO THE REQUEST FOR OPINIONS AND PROPOSALS CONCERNING THE I.L.O. CONTRIBUTION TO THE UNITED NATIONS DEVELOPMENT DECADE

1. At its 152nd Session (June 1962) the Governing Body authorised the Director-General to communicate the resolution concerning the United Nations Development Decade, adopted by the International Labour Conference at its 46th (1962) Session, to the Secretary-General of the United Nations, to the other international organisations concerned and to the governments of States Members of the Organisation, inviting them to submit their opinions and proposals concerning the nature of the measures which the I.L.O. could take in connection with the United Nations Development Decade.

2. In accordance with the terms of the resolution, the opinions and proposals received in response to the invitation extended by the Director-General constitute an essential element in the consideration of the contribu-

\[1\] Postponed from the 154th Session.
suitability of the I.L.O.'s programme and resources in relation to the changing needs of developing and industrialised countries alike. In carrying out this examination the Director-General has also taken into account the detailed information at his disposal on the general orientation of the programmes which the United Nations and the other international organisations in the United Nations system are now planning or implementing, together with proposals for further co-ordination at the regional level, at the present stage of concerted action in pursuance of the objectives of the Development Decade. In this connection the Director-General strongly adheres to the view which he expressed jointly with the other members of the Administrative Committee on Co-ordination in its 27th Report (paragraph 21) that "the Development Decade represents a new phase in the continuing process of ensuring proper co-ordination of the wide range of activities through which the members of the United Nations family are attempting, at the present stage further from existing measures to avoid duplication and overlapping to "the harmonisation of policies at the planning stage", "the concentration of effort and means on agreed areas where they can make the most effective contribution to the objectives of the Decade, and the elimination from the work and study programmes of all concerned of projects of limited importance or marginal value". The United Kingdom Government recognises in this context the necessity to increase the utilisation of the voluntary funds as the accepted channels for contributions to United Nations technical assistance fine", recognising this as "the best means of ensuring that the United Nations family in general and the I.L.O. in particular an equitable and rewarding contribution to the drawing up and carrying out of development plans.

6. Many governments declared their agreement with the proposed intensification of the types of action considered in the Conference resolution, and expressed their satisfaction at the inclusion in paragraph 3 (a) of the resolution of such subjects as labour-management relations, productivity, management training, manpower organisation and small-scale industry and handicrafts as fields calling for increased activity in the light of the economic development needs; they also consider that the general orientation to be given to the I.L.O.'s programme within the Development Decade has been given in sufficiently full and flexible terms in the resolution under review and in the resolution concerning the operational activities of the International Labour Organisation, adopted at the 43rd (1959) Session of the Conference, the resolution concerning the role of the International Labour Organisation in connection with measures for an expansion of economic aid to developing countries, adopted at the 44th (1960) Session, and the resolution on economic and technical assistance for the promotion of economic expansion and social progress in developing countries, adopted at the 45th (1961) Session.

7. Several governments insist on the need for increased attention to be given, in connection with the participation of the I.L.O. in the Development Decade, to the desirability of integrating international technical co-operation with national development plans, co-ordinating the various activities of international organisations, to the programmes of all associations and institutions which can make a contribution to economic and social development, and concentrating action on strategic, urgent tasks. Thus, the United Kingdom Government states that it will be necessary to intensify during the Decade "all those activities which are normally referred to under the general heading of co-ordination", moving a stage further from existing measures to avoid duplication and overlapping to "the harmonisation of policies at the planning stage", "the concentration of effort and means on agreed areas where they can make the most effective contribution to the objectives of the Decade, and the elimination from the work and study programmes of all concerned of projects of limited importance or marginal value". The United Kingdom Government recognises in this context the necessity to increase the utilisation of the voluntary funds as the accepted channels for contributions to United Nations technical assistance fine", recognising this as "the best means of ensuring that the United Nations family in general and the I.L.O. in particular an equitable and rewarding contribution to the drawing up and carrying out of development plans.

8. In the view of the United States Government the achievement of the Decade's objectives requires the co-operative efforts of all nations concerned, both developed and less developed, and— in addition to administrative and technical assistance for the achievement of the objectives and involvement of private entities... is essential. Attaining the goal of self-sustaining economic and social development calls for an important self-help effort, and this national endeavour to develop should increasingly be undertaken "within the context of a comprehensive, long-range development plan in which consideration is given to how the maximum contribution to economic and social development can be devised from available resources". The Government of Canada, which has already made contributions to the further elaboration and adoption of a fully conceived development plans and programmes, draws attention to the advantages of making greater use of the Programme for the Provision of Operational, Executive and Administrative Personnel (OPEX), and in particular of OPEX personnel selecting themselves in the course of development, in setting up or improving public administration as a major contribution to the drawing up and carrying out of development plans.
9. Several governments have indicated their preference for long-range programming of I.L.O. activities in support of the Development Decade. Thus, the Government of Kuwait suggests that a ten-year development plan for the I.L.O. be established with the objective of fostering rapid social and economic growth; a yearly assessment of the interrelationship of the various planned activities and their budgetary implications is also recommended. The Governments of the Central American States, the Philippines, the Belgian Congo, and the United States propose that programmes be developed to promote a comprehensive survey of the social and economic needs in the country concerned. The Government of India suggests that greater integration and concentration of effort within I.L.O. programmes could be attained if the various activities requested in a great number of resolutions adopted by the Conference and its subsidiary bodies were listed in some form of priority in order to ensure the greater effectiveness; to this end, it stresses the desirability of promoting greater international co-operation with a view to maintaining high-level professional and managerial personnel. A similar view is expressed by the Governments of Portugal, which suggests that special international training institutions and fellowships should be promoted with a view to providing accelerated vocational training and university and postgraduate education for the nationals of developing countries. The Government of the Federal Republic of Germany suggests that additional efforts should be made to ensure that foreign fellows assisted by the I.L.O. are given opportunities for putting their acquired knowledge to fuller utilisation upon their return to their countries.

10. The importance of human resources development within I.L.O. programmes was reiterated with vigour and conviction by many governments representing countries at various stages of development. This reveals a most encouraging consensus of strong support for the threefold approach to long-term I.L.O. tasks proposed in the Director-General's contribution to the current United Nations thinking on the Development Decade. The Governments of the Central American States, the Philippines, the Belgian Congo, and the United States propose that programmes be developed to promote a comprehensive survey of the social and economic needs in the country concerned. The Government of India suggests that greater integration and concentration of effort within I.L.O. programmes could be attained if the various activities requested in a great number of resolutions adopted by the Conference and its subsidiary bodies were listed in some form of priority in order to ensure the greater effectiveness; to this end, it stresses the desirability of promoting greater international co-operation with a view to maintaining high-level professional and managerial personnel. A similar view is expressed by the Governments of Portugal, which suggests that special international training institutions and fellowships should be promoted with a view to providing accelerated vocational training and university and postgraduate education for the nationals of developing countries. The Government of the Federal Republic of Germany suggests that additional efforts should be made to ensure that foreign fellows assisted by the I.L.O. are given opportunities for putting their acquired knowledge to fuller utilisation upon their return to their countries.

11. The Government of Austria has paid special attention in its reply to manpower questions, including those involved by the need to increase the supply of social and labour affairs experts to developing countries. The Government of Tunisia recalls the hope expressed by the International Labour Conference at its 45th Session that the flow of international assistance to developing countries should be made to reach approximately 1 per cent. of the combined national incomes of the economically advanced countries, and requests that the Governing Body be given a comparative report showing, on the one hand, the total amounts devoted to technical cooperation needs for technical equipment and, on the other hand, the total estimated cost of all outstanding requests for technical assistance together with all existing commitments.

12. The Government of Germany also comments on ways of improving the effectiveness of technical co-operation while at the same time making important changes in the administrative arrangements. It draws attention, inter alia, to the desirability of recruiting experts on a long-term basis so that they can be reassigned from country to country during the term of their contract, thus avoiding delays in recruitment as well as the administrative expenditure involved in continuous prospection and placement operations. The same government urges that junior experts be associated with full-fledged experienced technical assistance experts as one possible way of increasing the supply of persons with field experience able to participate in technical co-operation programmes. Another way of contributing to the transmission of technology on viable terms would be to promote the use in developing countries of second-hand machinery in an excellent state of repair, which is probably more efficient than the purchase or hiring of new equipment in handicrafts and small-scale undertakings. The Government of the Congo (Leopoldville) is of the view that technical co-operation could be rendered more effective through a certain degree of regionalisation and that the administrative expenditure involved in the particular needs of certain continents and regions.

13. The United States Government emphasises in its reply that the I.L.O. has a special responsibility with respect to the social aspects of the Development Decade. "The desire to achieve economic development quickly" — it states — "should not be permitted to de-emphasise human needs and human factors in economic progress. Economic development must not be undertaken at the expense of workers as a commodity or raw material, but should be directed toward changing the material environment in accordance with human needs and desires. In this connection, the United States attaches considerable importance to the study of problems of workers in the transition from a non-wage to a wage labour force." The Government of Ceylon refers to the social consequences of underemployment in the wage-employment sector and calls for more research into the social security principles governing the structure of schemes such as exist in Ceylon.

14. This particularisation is also expressed by the United States Government in relation to the fuller participation of the people in the fruits of economic progress. Thus, the Government calls, among other measures, for agrarian reform, particularly the improvement of land tenure and tenancy legislation designed "to increase the number of persons with an active stake in the development programmes". The Canadian Government also...
stresses the usefulness of agrarian reform efforts and places emphasis on the promotion of international trade on a discriminatory basis, advocating international co-operation to prevent any regional trading groups from operating at the expense of third countries. The Government of Indonesia expresses special interest in the promotion of international trade on the basis of stable and profitable prices.

10. The Governing Body may think it appropriate to consider this matter further at a later stage in the light of the discussions expected to take place at this year's session of the Conference on the Director-General's Report which, as pointed out in paragraph 2 above, will deal with the whole question of the future programme of the International Labour Organisation.

Third Supplementary Report

ACTIVITIES OF THE INTERNATIONAL OCCUPATIONAL SAFETY AND HEALTH INFORMATION CENTRE (C.I.S.) DURING THE PERIOD 1 OCTOBER 1961 TO 30 SEPTEMBER 1962

Introduction.

1. At its 150th Session (November 1961), the Governing Body of the International Labour Office had before it a report by the Director-General on the operation of the International Occupational Safety and Health Information Centre (C.I.S.) during the period 1 October 1960 to 30 September 1961. At the same session the Governing Body approved the expenditure and income estimates of C.I.S. for the year 1962 and gave provisional approval to the draft estimates for the year 1963, subject to further review and final approval thereof in November 1962.

2. At the present session of the Governing Body, the Financial and Administrative Committee has before it a document submitted by the C.I.S. for 1963 for final approval, and draft estimates for 1964.

3. In the following paragraphs the Governing Body is informed of the results of C.I.S. activities since 1 October 1961, of the difficulties encountered during the past 12 months and of the substantial assistance that various national and international institutions are continuing to grant to C.I.S. A general picture of the situation as it appeared in September 1962 and a description of C.I.S. plans for the future are also given below.

National Centres.

4. It will be recalled that the International Occupational Safety and Health Information Centre was set up in 1959 through the co-operation of nine safety institutions, each of which agreed to act as a C.I.S. national centre in its own country. In 1960 17 institutions were added to the original nine. In 1961 some more countries joined the C.I.S. network, and in 1962 one more national centre was added, thus raising the total of direct participants in C.I.S. activities to 24 institutions in 20 countries. A complete list of the national centres, the most recent of which are New Zealand and Spain, is given in an annex.

5. The function of the centres is to collect and evaluate, on behalf of the international Centre, all information available in the various sectors of the economy relating to any aspect of occupational safety and health, and they accordingly play a vital part in the operation of C.I.S. It is interesting to note that the centres include government institutions, bodies set up by employers' organisations, institutes operated by central workers' organisations, federations of such bodies and international organisations, and specialised public, semi-public or private institutions.

6. The national centres have also helped to make known the existence of C.I.S. and its services in their own countries and to guide C.I.S. by putting forward suggestions on how best to adapt its services to the practical requirements of the users. Although the majority of national centres now forming the backbone of C.I.S. have actively co-operated with it, often themselves taking the initiative, some of them have not yet fully understood the part they are expected to play. Considerable progress has nevertheless been made in this respect since last year, and C.I.S. is continuing its endeavours to extend its geographical basis and to encourage the national centres to provide the solid support it needs.

C.I.S. Headquarters Activities.

7. The essential role of the C.I.S. headquarters is to organise and direct the principal activities of the Centre, to process and classify information received from national centres and to distribute it in appropriate form. During the past 12 months the main emphasis has been on improving the quality and quantity of the publications supplied to users in the Centre's three working languages (English, French and German). As a result, the C.I.S. cards published since 1960, of which over 5,000 have now been issued, are rapidly approaching the total of over 10,000 information sheets dealing with subjects of topical interest from the standpoint of occupational safety and health. This service has been warmly welcomed, and C.I.S. is accordingly making every effort to produce further issues at more frequent intervals.

8. The C.I.S. headquarters has also continued to review information from countries not yet represented in C.I.S. and to issue suitable abstracts. The classification system specially prepared by C.I.S. to meet users' requirements has proved its value. The system is constantly kept up to date and, together with the accompanying alphabetical subject index, now constitutes a useful tool which greatly facilitates retrieval of any item of information from the C.I.S. catalogue.

9. The registration, checking and renewal of subscriptions has taken up a considerable part of the time of the Centre's administrative staff over the past year. It has been calculated that, while new subscriptions are always being added, a number of cancellations are also received in the course of the year. If, in addition, account is taken of the need to maintain very close contact with the national centres, particularly those requiring special advice, it can be assumed that for several years to come no reduction in the workload of the Geneva staff can be anticipated in spite of continuing efforts to rationalise the Centre's work and to make the best possible use of available resources.

Support of International Organisations.

10. The Governing Body is aware of the important part played in the launching of C.I.S. by the International Social Security Association, the European Coal and Steel Community and the European Economic Community. E.C.S.C. is continuing its valuable support to the I.L.O.'s efforts in this field. Negotiations with the High Authority of E.C.S.C. are now in progress with a view to renewing the agreement concluded for 1961 and 1962. The Director-General has also been able to examine with E.E.C. the possibility of obtaining a further contribution in 1963. The consultations pursued with the International Atomic Energy Agency have not as yet had any positive outcome.

II. As a result of the consultations held with the World Health Organisation the latter has taken out a number of subscriptions which it is making available...
free of charge to public health or occupational health institutions in the developing countries, and has also made budgetary provision for a subsidy to C.I.S. in institutions in the developing countries, and has also made budgetary provision for a subsidy to C.I.S. in 1963 of $3,000. There is good reason to hope that W.H.O. will continue to assist C.I.S. in this way in 1964.

12. As the Director-General indicated in his last report on C.I.S. activities, the support of the above-mentioned international organisations is a factor of great significance, which constitutes a guarantee that exchange of information in the field of occupational safety and health will be effectively co-ordinated. Thanks to the opportunity afforded them of participating with the representatives of the national centres in the annual meetings organised by the C.I.S. to report on results achieved and to shape future policy, the international organisations supporting the Centre bring to it not only a substantial material contribution in what is still a critical stage of its development, but also useful suggestions based on the varied experience they have acquired in their own spheres of activity.

I.L.O. Contribution.

13. Since the establishment of the Centre in 1959 the substantial contribution in kind of the I.L.O. has consisted in the provision of staff (at present comprising one Director-General, one Assistant Member of Division, one Assistant and three G.3) and of office space and certain related services.

14. In view of the need for the I.L.O. to devote closer attention in 1962 to guiding the activities of the Centre, which, as will be seen below, have expanded considerably since the previous year, the Director-General decided to increase the number of permanent I.L.O. posts made available to C.I.S. by the addition, as from January 1962, of a post of Counsellor belonging to the permanent establishment of the Occupational Safety and Health Division.

15. The assistance provided by the I.L.O. to C.I.S. in the operation and development of its services is still essential having regard to the requirements of the various countries—particularly the developing countries—for a rapid and complete information service covering questions of occupational safety and health. The leading role entrusted to the I.L.O. in the operation of the Centre and the nature of its own activities demand that its efforts in this direction should not be allowed to falter.

C.I.S. Services.

16. In 1962 the main service of C.I.S. and its collaborating institutions was to issue cards containing bibliographical references and abstracts of publications and other information supplied to the C.I.S. by its national centres. By 30 September 1962 C.I.S. had received 7,976 abstracts, 3,048 of which had arrived during the past 12 months; of this number, 1,969 were prepared by C.I.S. in Grenoble, 2,330 by the French national centre for France, and 737 by collaborating institutions. By 31 August 1962 C.I.S. had distributed 1,478,135 cards, of which 73,776 had been distributed by C.I.S. in its three working languages, 2,340 having been issued since 1 October 1961.

17. The detailed alphabetical subject index published in April 1962 provides the user with a tool with which he can rapidly locate any item of information published by C.I.S., regardless of the subject-matter or the aspect from which it is treated. To meet a generally expressed wish on the part of subscribers, C.I.S. started publication in 1962 of illustrated information sheets on topical subjects in the field of occupational safety and health. So far, six such sheets have been issued. These deal respectively with safety devices for belt and other conveyors; the prevention of accidents due to sliding conveyor belts; the prevention of accidents due to unforeseen starting; the prevention of accidents due to voltage on electrical sites; the prevention of accidents due to electrical shock; and the prevention of accidents due to electrical injuries. Further information sheets are in preparation. In May 1962, in connection with the International Symposium on Electrical Accidents, C.I.S. published a bibliography dealing with the technical and medical aspects of prevention and first-aid treatment of electrical accidents.

18. In April 1962 the C.I.S. issued the second number of the C.I.S. News, the first number of which was distributed in September 1961. The C.I.S. News is intended to establish closer links between headquarters, national centres, collaborating institutions and subscribers; it contains advice on how best to use various facilities provided, lists translations made by national centres and collaborating institutions and gives a survey of major meetings concerned with safety matters.

19. The photostat and microfilm service has continued to be in great demand: over 7,000 photostats and microfilms have been despatched to date, and the volume of requests is steadily increasing. It should also be mentioned that this service is widely used by the I.L.O. itself.

20. After making an inquiry among national centres into the possibility of setting up an occupational safety and health translation pool, C.I.S. has come to the conclusion that under present circumstances this project would not be feasible. Consequently it has not been possible, except on rare occasions, to meet requests from subscribers for translations of individual documents. C.I.S. is nevertheless doing its best gradually to overcome what has proved a major obstacle to the expansion of its services.

International Symposium on Electrical Accidents.

21. In co-operation with the National Safety Institute (C.I.S. national centre for France) and the French Electricity Board, C.I.S. held its first international Symposium in Paris from 2 to 5 May 1962. This meeting, which was devoted to the prevention and first-aid treatment of electrical accidents, comprised two separate sections—technical and medical—which held parallel meetings. The Symposium was a logical extension of a smaller meeting held in Geneva in October 1961 under the auspices of the I.L.O., attended by eight specialists on electrical accidents. The C.I.S. Symposium enabled the results of the I.L.O. Meeting of Experts on Electrical Accidents and Related Matters to be communicated expeditiously to a wider circle of specialists.

22. The technical subjects were arranged under the following headings:

I. Prevention of electrical hazards and work planning (job analysis; safety rules; certification of personnel; operational instructions for live-line and dead-line working; operation of electrical installations and lock-out procedures).

II. Protective and first-aid equipment (design and construction of equipment; personal and general protective equipment; operational equipment of direct safety interest; equipment and layout of first-aid posts; and inspection of security equipment).

III. Prevention of low-voltage electrical accidents (design and inspection of internal circuits; electrical tools and portable electrical equipment; use of electricity on civil engineering works; use of electricity for agricultural purposes).

IV. Safety training and education (safety teaching; basic and advanced safety training for supervisory staff and foremen; application of safety measures by operative staff).

23. The following medical subjects were discussed:

I. Collection of information on electrical accidents and their medical consequences (research on technical and medical data; value of systematic collection of relevant data for electropathological purposes).

II. Electrophysiology (role of the nature and intensity of the current: perception thresholds, let-go...
current; fibrillation current; cessation of breathing-threshold; effect of the duration of current flow; validity of extrapolating experimental results in relation to human pathology).

III. Pathological effects and sequelae of electrical accidents (cardiac disorders; nervous disorders; sensory disorders; electrical burns).

IV. First aid to victims of electrical accidents (apparent death and general principles of resuscitation; manual and oral artificial respiration methods; first-aid equipment and procedures; closed-chest cardiac massage; defibrillation research).

24. The Symposium, which was attended by about 160 experts (120 technicians and 40 physicians) from 27 countries and was held in conjunction with an exhibition of protective and first-aid equipment and with organised technical visits, provided an opportunity for a wide exchange of views and experience among those playing an active part in the protection of workers against accident hazards in the generation, transport, distribution and use of electricity.

25. In view of the success of this meeting, the proceedings of which are shortly to be published by C.I.S., it is proposed, as soon as resources permit, to consider organising a similar symposium on some other topical subject of general interest with a view to contributing towards the development of occupational safety and health conditions through the interchange of information and the wider distribution of the experience so far gained.

Extension of C.I.S. Services.

26. The comments received since the establishment of the Centre from subscribers, national centres and collaborating institutions have shown the need for a system less elaborate and less expensive than that provided by the cards and which small or medium-sized undertakings and institutions with limited means at their disposal will find easier to use. The Fourth Meeting of C.I.S. National Centres held in Geneva on 2 and 3 July 1962 at the International Labour Office examined a proposal from the French National Safety Institute that a bulletin of abstracts should be established and published by the C.I.S. and offered to subscribers at a cost approximately half that of the card service. The bulletin would serve essentially as a reference tool of a temporary nature, designed to meet the requirements of undertakings unable to classify and utilise C.I.S. cards because of lack of skilled staff available to perform this work. The present C.I.S. card service would continue in being for the use of any subscriber who was already operating a classified file and who wished to enlarge and utilise it.

27. A bulletin of the type described above would provide a system both cheaper and easier to operate, and would no doubt have the effect of considerably enlarging the international readership subscribing to C.I.S. services, which has remained virtually stationary since 1960. It should be added that the production of the bulletin would not place much additional burden on the C.I.S. headquarters staff, since it would merely reproduce the cards at the same intervals, although there would be a small time-lag due to the need to set up a new typescript. For reasons of economy, the bulletin would be printed at the offices of the C.I.S. and will also be utilised for the cards as from October 1962.

28. To assist in launching the proposed bulletin the French National Safety Institute has undertaken, as from 1 January 1963, to cease publishing the documentation bulletin which now appears under its auspices in France, and to give a firm order for 3,600 copies of the C.I.S. bulletin at a reduced subscription rate calculated to take over a very large share of the present capacity of the publication services. In return the Institute would make an annual payment to C.I.S. of about $22,000. Since the number of subscribers to the German edition of the C.I.S. publications is relatively low, it is not proposed for the time being to publish the bulletin in German.

29. The financial aspects of publishing the C.I.S. bulletin are dealt with in the expenditure and income estimates for the Centre for the year 1963 as submitted to the Financial and Administrative Committee of the Governing Body at its present session. Subject to the approval of the Governing Body, the first number of the bulletin will appear at the beginning of January 1963 in English and French.

Financial Situation.

30. At present, the income of C.I.S. consists of the following items: (a) the I.O. contribution in kind; (b) cash contributions from E.C.S.C., the French National Safety Institute, the Italian National Accident Prevention Institute and the Ministry of Labour of the Federal Republic of Germany; and (c) subscriptions.

31. The E.C.S.C. contribution is $12,000.

32. In 1962 C.I.S. received from the French National Safety Institute a special subsidy of $3,000. The Italian National Accident Prevention Institute enjoys exclusive rights over the translation and reproduction of C.I.S. cards in Italian; in return it has undertaken, as from 1 January 1962, to contribute to C.I.S. an amount fixed at present at $8,000 per year.

33. With a view to enlarging the readership of the German edition of C.I.S. publications the Ministry of Labour of the Federal Republic of Germany granted to C.I.S. between 1960 and 1962 special subsidies totalling $9,020. No renewal of subsidy from this source can, however, be expected in future.

34. The income received from subscriptions has not reached the figure anticipated when the C.I.S. budgetary estimates for 1962 were made. The estimated income for this year included the sum of $54,000 from subscriptions, whereas the actual income will probably not exceed $42,000. The shortfall is due to the fact that a sizable proportion (about 19 per cent.) of the 1961 subscriptions were not renewed in 1962, and although the number of new subscribers registered in 1962 made up this deficit the total was still considerably lower than foreseen. On 30 September 1960 C.I.S. had 829 subscribers in 46 countries and territories, on 30 September 1961 it had 1,054 subscribers in 75 countries and territories, while on 30 September 1962 these figures had reached 1,222 and 89 respectively. The present subscribers are distributed as follows: English-language edition 46 per cent., French-language edition 34 per cent., German-language edition 20 per cent.

35. It had been hoped that after two or three years C.I.S. would derive sufficient income from subscriptions to permit some expansion of its services and a small increase in staff. As this hope has not been fully realised, C.I.S. was unable to add to the existing services in 1962 except for the publication of information sheets and the holding of the International Symposium on Electrical Accidents.

36. The C.I.S. account at 30 September 1962 disclosed a surplus of income over expenditure of $7,620, which was less than had been estimated in 1961, i.e. $14,837. This is essentially due to the fact that expenditure incurred by C.I.S. for salaries and related expenditure was higher than the 1961 estimates, a result of the increased salary scales applied as from 1 January 1962 and that the income from subscriptions did not reach the expected level. Measures had therefore to be taken in 1962 to achieve new economies without seriously reducing subscriber services; these measures include the substitution of the offset process for ordinary printing methods for the publication of most C.I.S. documents.

37. The contributions and subsidies from which C.I.S. benefited from 1959 to 1962 consisted of special payments which cannot all be expected to continue at their present rate in coming years. Consequently, C.I.S. cannot achieve the level of material resources necessary.
for its consolidation and gradual expansion except through the maintenance of the I.L.O.'s support and an increase in the number of subscribers. The progress so far made, although not as substantial as had originally been foreseen, is none the less encouraging; yet it is clear that the critical period has still not been left behind and intensive efforts must still be made to maintain the quality of C.I.S. services so as to attract new subscribers.

38. In order that the expenditure and income of C.I.S. for 1963 can be balanced without a reduction in the services provided for its users, the Director-General has proposed that the budget estimates for the Centre for 1963, for the reasons already given to the Financial and Administrative Committee, should include a cash contribution from the I.L.O. amounting to $12,500; this contribution would have to be renewed in 1964.

Conclusions.

39. While the systematic collection and distribution of information in various languages necessarily demands considerable resources, these activities are becoming more and more essential for the achievement of further progress in the field of occupational safety and health.

40. At the Fourth Meeting of C.I.S. National Centres in July 1962 the Centre was able to show distinctly favourable results with regard to the progress made since 1959, and to secure the continued support of its national centres and the international institutions that have contributed to its activities. A number of difficulties still remain to be overcome in the next few years, but the growing number of subscriptions received by C.I.S. from all parts of the world clearly show that its establishment met a genuine need. The central machinery set up in Geneva now forms, together with the 34 national centres in the five continents, a working tool which has demonstrated its efficiency and its usefulness.

ANNEX

List of C.I.S. National Centres

Argentina: Argentine Association of Industrial Medicine, Buenos Aires.
Australia: Department of Labour and National Service, Melbourne.
Austria: General Accident Insurance Institute, Accident Prevention Service, Vienna.
Belgium: Belgian Manufacturers' Association, Brussels.
Canada: Department of National Health and Welfare, Occupational Health Division, Ottawa.
Czechoslovakia: Institute of Occupational Hygiene and Diseases, Prague.
Denmark: Directorate of Labour Inspection, Copenhagen.
Germany (Federal Republic): Federal Institute for Workers' Protection, Koblenz.
Israel: National Institute for Occupational Safety and Hygiene, Tel Aviv.
Italy: National Accident Prevention Institute, Rome.
Japan: All-Japan Industrial Safety Federation, Tokyo.
New Zealand: Department of Labour, Wellington.
Norway: Directorate of Labour Inspection, Oslo.

Poland: Central Institute for Workers' Protection, Warsaw.
Spain: National Institute of Occupational Safety and Medicine, Madrid.
Sweden: Royal Workers' Protection Board, Stockholm.
Switzerland: Swiss National Accident Insurance Institute, Accidents Prevention Service, Lausanne.
Tunisia: Tunisian Safety Association, Tunis.
United Arab Republic: Arab Society of Industrial Medicine, Cairo.


1. At its 154th Session the Governing Body decided to defer consideration of the report of the Director-General on action taken as regards the resolution concerning the work of the International Labour Organisation in Africa, adopted by the First African Regional Conference of the I.L.O. (Lagos, December 1960). The text of this report has been brought up to date and is given below.

2. The First African Regional Conference of the I.L.O. (Lagos, December 1960) adopted a resolution on the work of the International Labour Organisation in Africa of which Part II (Preparation, Ratification and Application of International Labour Conventions and Recommendations) requested the Governing Body to draw the particular attention of African States to several Conventions concerning the protection of certain fundamental human rights " the ratification and strict application of which should be regarded by all African States as a question of honour and prestige ".

3. It may be helpful to recall the Conventions listed in the resolution:

   For: Forced Labour Convention, 1930 (No. 29); Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65); Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); Right to Organise and Collective Bargaining Convention, 1949 (No. 98); Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (No. 104); Abolition of Forced Labour Convention, 1957 (No. 105); and Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

4. At its 14th Session (Geneva, March 1961) the Governing Body asked the Director-General to communicate the resolution to the governments concerned. In a letter of 13 April 1961, and again in a letter of 29 November 1961, the Director-General drew the attention of the governments to the terms of the resolution. A report on the matter has already been submitted to the Governing Body at its 151st Session (March 1962). The present paper is the second report of this kind.

5. Since the last report (March 1962) II African countries have communicated 26 ratifications of the
above-mentioned Conventions. Altogether, the Conventions have to date received 114 ratifications from 30 of the African countries concerned, including both new ratifications and confirmations of obligations previously accepted by member States in respect of territories for whose international relations they were responsible.

6. Further information has been received from governments following the appeal contained in the Lagos resolution. The Government of Cameroon is contemplating ratification of Convention No. 111 in respect of the whole of the Federation. The Government of Mali has stated its intention of ratifying those of the Conventions to which it is not yet a party once the Labour Code has been adopted. The Government of the Congo (Leopoldville) has stated that a proposal to ratify Convention No. 111 will be tabled in Parliament as soon as circumstances permit. The Governments of Chad, Mauritania and Nigeria are giving consideration to the ratification of Convention No. 111. The Government of Senegal proposes to reconsider the possibility of ratifying the same Convention, and the Government of Sierra Leone has stated that no difficulties stand in the way of its ratification. The Government of the Somaliland Republic has indicated, inter alia, that ratification of Convention No. 87 and Convention No. 98 is being given consideration.

Fifth Supplementary Report

FIFTH PROGRESS REPORT ON ACTION TAKEN AS REGARDS THE DISCRIMINATION (EMPLOYMENT AND OCCUPATION) CONVENTION, 1958

1. At its 154th Session the Governing Body decided to defer consideration of the progress report of the Director-General on action taken as regards the Discrimination (Employment and Occupation) Convention, 1958. The text of this report has been brought up to date and is given below.

2. At its 147th Session (November 1960) the Governing Body decided to address a special appeal to the governments of member States which had not ratified Convention No. 111, inviting them to consider or reconsider the possibility of ratifying it. The Director-General communicated the Governing Body's special appeal to governments in December 1960. The Governing Body also requested the Director-General to report to it twice a year on the progress of ratifications of the Convention and the information received concerning prospects for future ratifications.

3. Four such reports have already been placed before the Governing Body, two in 1961 (148th and 150th Sessions) and two in 1962 (151st and 153rd Sessions). The present report, which is the first for this year, contains information on the progress made in the ratification of the Convention since November 1962 and on prospects for future ratifications.

4. By November 1962, 38 ratifications had been registered. Since that date one additional ratification, by Morocco, has been registered.

5. In one country, Haiti, a decree approving the ratification of the Convention has been published in the official gazette. In the following five countries the Convention has been submitted to Parliament with a proposal for ratification: Brazil, Chile, Iceland, Italy and Venezuela. In two other countries, Austria and Colombia, the Convention has likewise been submitted to Parliament and the possibility of ratifying it is under consideration.

6. Ratification of the Convention is actively contemplated or under way in six countries. The Government of the Congo (Leopoldville) has stated that a proposal for ratification will be placed before Parliament as soon as circumstances permit. The Government of the Lebanon is proposing shortly to submit the Convention to Parliament with a view to ratification. The Governments of Greece, Indonesia, Mali and Turkey have declared their intention of ratifying the Convention.

7. Seven States have reported that they were examining the possibility of ratification: Burundi, Cameroon, Chad, Finland, Mauritania, Nigeria and Senegal.

8. The Governments of four countries have declared that there is no difficulty in ratifying the Convention: Iran, Peru, Sierra Leone and Uruguay.

9. The current position in regard to Convention No. 111 may thus be summarised as follows: 39 States have ratified the Convention; in one other State the decision to ratify has already been promulgated at the national level; in five countries a proposal for ratification has been submitted to the legislature; in 15 countries ratification is actively contemplated; it is under consideration, and in four countries it has been stated that there is no difficulty in ratifying the Convention.

Sixth Supplementary Report

INTERPRETATION OF DECISIONS OF THE INTERNATIONAL LABOUR CONFERENCE

At the 152nd Session of the Governing Body (June 1962) the Director-General submitted, for information, the texts of memoranda in which he had replied to requests made by governments concerning the interpretation of international Labour Conventions. The Director-General has since then replied to other requests of the same kind, making the usual reservation that the Constitution of the I.L.O. does not contain any provision authorising him to interpret the Conventions adopted by the International Labour Conference. The texts of these replies, which are appended, are submitted to the Governing Body for information.

Seventh Supplementary Report


1. The Governing Body will recall that at its 153rd and 154th Sessions it made an appeal to the governments of States Members of the Organisation to take the necessary steps to enable the Instrument for the Amendment of the Constitution of the International Labour Organisation, 1962, to be ratified or accepted by them at the earliest possible opportunity.

2. Article 5, paragraph 2, of the Instrument of Amendment adopted by the Conference at its 46th Session on 22 June 1962 provides that this Instrument shall come into force when it has been accepted by two-thirds of the Members of the Organisation, including five of the ten States which are represented on the Governing Body as Members of chief industrial importance. Since there are now 107 States Members of the I.L.O., 72 ratifications or acceptances were required.

3. The Governing Body will no doubt learn with satisfaction that the following 72 States have ratified or accepted the Instrument of Amendment: Algeria, Australia, Austria, Belgium, Bolivia, Bulgaria, Byelorussia, Cameroon, Canada, Central African Republic, Chad, China, Congo (Brazzaville), Congo (Leopoldville),...
Costa Rica, Cyprus, Czechoslovakia, Dahomey, Denmark, Dominican Republic, Ecuador, Finland, France, Gabon, Federal Republic of Germany, Ghana, Iceland, India, Indonesia, Iran, Ireland, Israel, Ivory Coast, Jamaica, Japan, Jordan, Kuwait, Liberia, Libya, Malagasy Republic, Malaya, Mauritania, Mexico, Morocco, Netherlands, New Zealand, Niger, Nigeria, Norway, Pakistan, Peru, Philippines, Portugal, Rwanda, El Salvador, Sierra Leone, Somalia, Republic of South Africa, Spain, Sudan, Sweden, Syrian Arab Republic, Tanganyika, Tunisia, Ukraine, U.S.S.R., United Arab Republic, United Kingdom, Upper Volta, Venezuela, Viet-Nam and Yugoslavia.

4. As the number of States which have thus ratified or accepted the Instrument of Amendment is thus equal to two-thirds of the Members of the Organisation and includes more than five of the ten Members represented on the Governing Body as Members of chief industrial importance, the Instrument of Amendment came into force on 22 May 1963, the date on which the last ratifications or acceptances needed to bring it into force were received.

Eighth Supplementary Report

REPORT OF THE OFFICERS OF THE GOVERNING BODY

Requests by Non-Governmental International Organisations to Be Represented by Observers at the 47th (1963) Session of the International Labour Conference.

1. 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 on committees appointed by the Conference remains a matter for the Conference itself.

2. The Director-General has received requests from the following organisations (all of which fall into the above-mentioned category) for invitations to be represented at the 47th Session of the Conference by observers in connection with the agenda items stated:

- In connection with the Report of the Director-General: International Association for Social Progress.
- International Union of Food and Allied Workers' Associations.
- World Assembly of Youth.
- World O.R.T. Union.

In connection with the agenda item concerning prohibition of the sale, hire and use of inadequately guarded machinery:

- International Federation of Plantation, Agricultural and Allied Workers.

In connection with the agenda item concerning termination of employment at the initiative of the employer:

- Confederation of Arab Trade Unions.
- International Confederation of Senior Officials.
- International Federation of Business and Professional Women.
- International Federation of Plantation, Agricultural and Allied Workers.

In connection with the agenda item concerning hygiene in shops and offices:

- Confederation of Arab Trade Unions.
- International Confederation of Senior Officials.
- International Federation of Business and Professional Women.

International Federation of Christian Trade Unions of Salaried Employees, Technicians, Managerial Staff and Commercial Travellers.
- International Federation of Business and Professional Women.
- International Federation of Plantation, Agricultural and Allied Workers.
- International Union of Food and Allied Workers' Associations.
- Postal, Telegraph and Telephone International.
- World Assembly of Youth.
- World O.R.T. Union.

Representation of a Non-Governmental International Organisation at the Latin American Regional Technical Meeting on Co-operatives.

4. Having satisfied themselves of the standing of the organisation in question and the technical contribution it can make to the work of the meeting, the Officers unanimously recommend the Governing Body to invite the Organisation of the Co-operatives of America to be represented by an observer at the Latin American Regional Technical Meeting on Co-operatives.

Ninth Supplementary Report

REPORT OF THE SPECIAL TRIPARTITE CONFERENCE CONCERNING RHINE BOATMEN ON ITS THIRD SESSION

At its fourth sitting the Governing Body decided to postpone consideration of the ninth supplementary report to its 156th Session.

Tenth Supplementary Report


1. In his seventh supplementary report the Director-General informed the Governing Body that, with the ratification or acceptance by 72 member States of the Instrument for the Amendment of the Constitution of the International Labour Organisation, 1962, the Instrument came into force on 22 May 1963.

2. Since that date the following five States have ratified or accepted: Thailand, Hungary, Trinidad and Tobago, Burundi, Romania.

1 Members represented on the Governing Body as Members of chief industrial importance.

1 See above, p. 29.
APPENDIX XVIII

Alphabetical List of Persons Attending the Session

ABBAN, A.S.A. (Ghanaian), Government representative; Deputy Minister of Industries.


AGO, Roberto (Italian), Government representative; Professor of International Law, Rome University; representative of the Government of Italy on the Governing Body.

AHMAD, Faiz (Pakistani), Workers' representative; Secretary-General, All-Pakistan Confederation of Labour.

ALCAÇAM, H. Fahir (Turkish), Government observer; Permanent Delegate of Turkey accredited to the European Office of the United Nations and the International Labour Office.

ALBU, Dumitru (Rumanian), Third Secretary, Permanent Mission of the People's Republic of Rumania to the European Office of the United Nations and the specialised agencies in Geneva; accompanying Mr. Ionasco, Government representative.

AOKI, Morio (Japanese), Government representative; Ambassador; Permanent Delegate of Japan accredited to the international organisations in Geneva; representative of the Government of Japan on the Governing Body.

ASHRAF, Ali (Pakistani), Government deputy member; Deputy Secretary, Ministry of Health, Labour and Social Welfare.

ASLANYAN, Rach Grantovich (U.S.S.R.), Chief of Service, International Relations Section, State Labour and Wages Committee, Council of Ministers; accompanying Mr. Goroshkin, Government representative.

ASSCHEER, J., representative of the Office of the High Commissioner for Refugees; Chief of the Secretariat.

BARBOSA-CARNEIRO, Júlio Augusto (Brazilian), Government observer; Ambassador; representative of the Government of Brazil accredited to the International Labour Organisation.

BAUER, W. E. (Canadian), First Secretary, Canadian Permanent Mission to the European Office of the United Nations; accompanying Mr. Mainwaring, Government representative.

BECKER, Aaron (Israeli), Workers' deputy member; General Secretary, General Federation of Labour (Histadrut).

BEERMAN, Hermann (German, Federal Republic), Workers' representative; Vice-President, German Confederation of Trade Unions.

BÉNYI, József (Hungarian), Government observer; Second Secretary, Permanent Mission of the Hungarian People's Republic to the European Office of the United Nations.

BERGENSTRÖM, Gullmar (Swedish), Employers' representative; Director, Swedish Employers' Confederation.

BOGLIETTI, Giuseppe, observer representing the World Federation of Trade Unions; Permanent Representative in Geneva of the W.F.T.U.

BORHA, L. Lawrence (Nigerian), Workers' deputy member; General Secretary, Trades Union Congress (Nigeria).

BORISOV, Vasilii Leonidovich (U.S.S.R.), Adviser, Ministry of Foreign Affairs; substitute for Mr. Goroshkin, Government representative.

BOSCH, Pablo (Uruguayan), Government representative; Acting Consul-General in Geneva.

BOSON, Marcel, observer representing the International Co-operative Alliance.

BOULADOUX, Maurice (French), Workers' deputy member; Honorary President, French Confederation of Christian Workers.

BUNKE, Sir Lewis, C.B.E. (Australian), Employers' deputy member; Immediate Past President, Australian Council of Employers' Federations.

CALAMARI, Humberto (Panamanian), Government representative; Envoy Extraordinary and Minister Plenipotentiary; Permanent representative of Panama accredited to the European Office of the United Nations and the International Labour Organisation; representative of the Government of Panama on the Governing Body.

CALDERÓN PUIG, Emilio (Mexican), Government deputy member; Ambassador; Permanent Delegate of Mexico accredited to the international organisations in Geneva; representative of the Government of Mexico on the Governing Body.

CAMPANELLA, Pietro (Italian), Employers' representative; Member of the Board of the General Confederation of Italian Industry.

CÁMPORA, Mario A. (Argentinian), Second Secretary, Permanent Mission of the Republic of Argentina to the international organisations in Geneva; substitute for Mr. Migone, Government representative.

CARLHAMMAR, Åke (Swedish), Secretary, Swedish Employers' Confederation; accompanying Mr. Bergenström, Employers' representative.


CLAUSSEN, Wilhelm (German, Federal Republic), Government representative; Secretary of State, Federal Ministry of Labour and Social Affairs; representative of the Government of the Federal Republic of Germany on the Governing Body.

COHEN, Pepo (Bulgarian), Labour and Wage Committee of the Council of Ministers; accompanying Mr. Michev, Government deputy member.

COLLISON, Harold, C.B.E. (United Kingdom), Workers' representative; Member of the Trades Union Congress General Council; General Secretary, National Union of Agricultural Workers.
CONTRERAS, Fernando (Chilean), Deputy Permanent Representative of Chile to the European Office of the United Nations and the international organisations in Geneva; substitute for Mr. Huidobro, Government deputy member.

COURVOISIER, R., representative of the United Nations Relief and Works Agency for Palestine Refugees in the Near East; Director of Liaison.

DE BOCK, Nathalis (Belgian), Workers' representative; National Secretary, Belgian General Federation of Labour.

DENYS, Jacques (Belgian), Counsellor, International Relations Division, Belgian Ministry of Employment and Labour; accompanying Mr. Stokman, Government representative of the Netherlands.

DE MAISON, Alejandro (Peruvian), Employers' deputy member; Manager, National Federation of Industries; Secretary-General, Peruvian Employers' Standing Committee on I.L.O. Questions.

DEWAR, Ian Stewart (United Kingdom), Principal, Ministry of Labour; substitute for Mr. Slater, Government representative.

DREYER, Erik (Danish), Government representative; former Permanent Secretary, Ministry of Social Affairs.

DUNNING, Harold (United Kingdom), International Department, Trades Union Congress; accompanying Mr. Collison, Workers' representative.

EGGEMANN, Georges, observer representing the International Federation of Christian Trade Unions; permanent representative in Geneva.

EL-ANKAD, Hassan, Second Secretary, League of Arab States; accompanying Mr. El-Wakil, representing the League of Arab States.

EL-WAKIL, Mouktar, representative of the League of Arab States; Permanent Representative in Geneva.

ERDMANN, Ernst-Gerhard (German, Federal Republic), Employers' deputy member; Chief of the International Social Policy Division, Confederation of German Employers' Association.

ETCHATS, R., representative of the United Nations Technical Assistance Board.

BEN EZZEDINE, Mahmoud (Tunisian), Workers' deputy member; Assistant General Secretary, Tunisian General Union of Workers.

FAUL, Rudolph (United States), Workers' representative; International Representative, International Association of Machinists.

FEDDE, C., representative of the World Health Organisation; Chief, External Relations.

FENNEMA, Antony Gerardus (Netherlands), Employers' deputy member; Director, Employers' Federation for International Social Affairs.

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