MINUTES
OF THE
156TH SESSION
OF
THE GOVERNING BODY

GENEVA, 28 AND 29 JUNE 1963
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The Governing Body of the International Labour Office

MINUTES OF THE 156TH SESSION

The 156th Session of the Governing Body of the International Labour Office was held in Geneva on Friday, 28 and Saturday, 29 June 1963.

The Governing Body was composed as follows:

Chairman: Mr. Parodi, followed by Mr. Calderón Puig.

Government group:
- Algeria: Mr. Akrouf.
- Australia: Mr. Bland.
- Brazil: Mr. Barboza-Carneiro.
- Bulgaria: Mr. Michev.
- Canada: Mr. Mainwaring.
- China: Mr. Cheng.
- Ecuador: Mr. Alvarado Garaicoa.
- France: Mr. Parodi.
- Gabon: Mr. Me Ye.
- Federal Republic of Germany: Mr. Clausen.
- Italy: Mr. Zaman.
- Japan: Mr. Agrin.
- Lebanon: Mr. Wahid.
- Liberia: Mr. Tolbert.
- Mali: Mr. Keita.
- Mexico: Mr. Calderón Puig.
- Pakistan: Mr. Rahman.
- Peru: Mr. Letts.
- Poland: Mr. Chajn.
- Tanganyika: Mr. Baghidelleh.
- U.S.S.R.: Mr. Borisov.
- United Kingdom: Mr. Slater.
- United States: Mr. Weaver.

Employers' group:
- Mr. Bergenström.
- Mr. Campanella.
- Mr. Denise (substitute for Mr. Wagner).
- Mr. Desmaison.
- Mr. Erdmann.
- Mr. Nasr.
- Mr. Ofurum.
- Sir George Pollock.
- Mr. Rifaat.
- Mr. Tata.
- Mr. Wajid Ali.
- Mr. Waline.

Workers' group:
- Mr. Ahmad.
- Mr. Beermann.
- Mr. Borha.
- Mr. Bothereau.
- Mr. Collison.
- Mr. Ben Ezzedine.

Mr. Faupl.
Mr. Kaplansky.
Mr. Monk.
Mr. Mori.
Mr. Nielsen.
Mr. Sánchez Madariaga.

The following regular representatives were absent:

Employers' group:
- Mr. Muro de Nadal.
- Mr. Wagner.

Workers' group:
- Mr. Ambekar.

The following deputy members were present:

Government group:
- Argentina: Mr. Migone.
- Congo (Leopoldville): Mr. Koko.
- Ethiopia: Mr. Mekuria.
- Indonesia: Mr. Godjali.
- Morocco: Mr. Benjelloun.
- Norway: Mr. Ørsnes.
- Philippines: Mr. Ocampo.
- Ukraine: Mr. Slipchenko.
- Uruguay: Mr. Di Pasca.
- Venezuela: Mr. Aguilard.

Employers' group:
- Mr. Végh-Garzón.
- Mr. Mishiro.
- Mr. Fennema.
- Mr. Kuntschen.
- Mr. Andriantsitohaina.
- Mr. Robinson.
- Mr. Gaye.
- Mr. Martínez Espino.
- Mr. Verschueren.
- Mr. Perera.

Workers' group:
- Mr. Dam-Sy-Hien.
- Mr. De Bock.
- Mr. Fahim.
- Mr. Haraguchi.
- Mr. Hernandez.
- Mr. Pongault.
- Mr. Riani.
- Mr. Shiha.
- Mr. Storti.
- Mr. Weissemberg.
The following representatives of States Members of the Organisation were present as observers:

Belgium: Mr. Denys.
Cuba: Mr. Camejo Argudín.
Czechoslovakia: Mr. Klusák.
Hungary: Mrs. Konrád.
Iran: Mr. Kary.
Iraq: Mrs. Afnan.
Netherlands: Miss Lunsingh Meijer.
New Zealand: Mr. Zohrab.
Rumania: Mr. Flitan.
Republic of South Africa: Mr. Oxley.
Turkey: Mr. Alaçam.
United Arab Republic: Mr. Nour.
Yugoslavia: Mr. Soč.

The following were also present:

Mr. Morse, Director-General of the International Labour Office.
Mr. Rens, Deputy Director-General.
Mr. Rao, Assistant Director-General.
Mr. Jenkins, Assistant Director-General.
Mr. Yalden-Thomson, Assistant Director-General.
Mr. Ammar, Assistant Director-General.
Mr. Blanchard, Assistant Director-General.
Mrs. Figueroa, Assistant Director-General.
Mr. Riches, Treasurer and Financial Comptroller.
Mr. Gavin, Secretary of the Governing Body.

Representatives of international governmental organisations:

United Nations: Mr. Zarras.
Food and Agriculture Organisation of the United Nations: Mr. Yates.
United Nations Educational, Scientific and Cultural Organisation: Mr. Lebar.
International Monetary Fund: Mr. Williams.
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 Federation of Christian Trade Unions: Mr. Vanistendael.
International Organisation of Employers: Mr. Lagaše.
World Federation of Trade Unions: Mr. Boglietti.

Substitutes and advisers:

Mr. Abi Raad, substitute for Mr. Wahid.
Mr. Ashraf, substitute for Mr. Rahman.
Mr. Bauer, accompanying Mr. Mainwaring.
Mr. Bényi, accompanying Mrs. Konrád.
Mr. Betancourt Roa, accompanying Mr. Camejo Argudín.
Mr. Bordadin, accompanying Mr. Borisov.
Mr. Boumah, substitute for Mr. Meyle.
Mr. Bruni Celli, accompanying Mr. Aguilar.
Mr. Buyavilik, accompanying Mr. Slipchenko.
Mr. Cámara, substitute for Mr. Migone.
Mr. de Castro, substitute for Mr. Ocampo.
Mr. Cohen, accompanying Mr. Michev.
Mr. Dewar, substitute for Mr. Slater.
Mr. Dorpema, accompanying Miss Lunsingh Meijer.
Mr. Eggermann, accompanying Mr. Vanistendael.
Mr. El-Akkad, accompanying Mr. El-Wakil.
Mr. Furlonger, substitute for Mr. Bland.
Mr. García, accompanying Mr. Calderón Puig.
Mr. García Martínez, accompanying Mr. Lagaše.
Mr. Gavrilo, accompanying Mr. Michev.
Mr. González Gómez, accompanying Mr. Calderón Puig.
Mr. Good, accompanying Mr. Weaver.
Miss Groffier, accompanying Mr. Lagaše.
Mr. Haile Selassie, substitute for Mr. Mekuria.
Mr. Hauck, substitute for Mr. Parodi.
Mr. Heise, accompanying Mr. Beermann.
Mr. de Icaza, accompanying Mr. Calderón Puig.
Mr. Khilchevsky, accompanying Mr. Slipchenko.
Mr. King, accompanying Mr. Cheng.
Mr. Kitamura, 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.
Father Le Genis, accompanying Mr. Wahid.
Mr. Licki, substitute for Mr. Chajn.
Mr. Lippe, accompanying Mr. Weaver.
Mr. Luján, substitute for Mr. Aguilar.
Mr. Luker, accompanying Mr. Zarras.
Mr. Maijer, accompanying Mr. Heyer.
Mr. Maise, accompanying Mr. Koko.
Mr. Malikov, accompanying Mr. Borisov.
Mr. Mermilod, accompanying Mr. Waline.
Mr. Miller, accompanying Sir George Pollock.
Mr. Mochi-Orori, substitute for Mr. Campanela.
Mr. Nandrup Dahl, accompanying Mr. Ørnes.
Mr. Pammett, accompanying Mr. Mainwaring.
Mr. Perazzo, accompanying Mr. Ago.
Mr. Pérez Chiriboga, accompanying Mr. Aguilar.
Mr. Pleva, accompanying Mr. Klusák.
Mr. Purpura, substitute for Mr. Ago.
Mr. Rae, accompanying Mr. Mainwaring.
Mr. Hoodie, accompanying Mr. Oxley.
Mrs. Rusinowa, accompanying Mr. Chajn.
Mr. Saintigny, accompanying Mr. Waline.
Mr. Samil, substitute for Mr. Godjacli.
Mr. de Santiago López, substitute for Mr. Calderón Puig.
Mr. Schlottfeldt, accompanying Mr. Erdmann.
Mr. Sedláč, accompanying Mr. Klusák.
Mr. Seidman, accompanying Mr. Faupl.
Mr. Shkunaev, accompanying Mr. Borisov.
Mr. Skillman, accompanying Mr. Weaver.
Mr. Thomas, substitute for Mr. Clausen.
Mr. Tomov, substitute for Mr. Michev.
Mr. Tudor, accompanying Mr. Flitan.
Mr. Urbánovics, accompanying Mrs. Konrád.
Mr. Val, accompanying Mr. Barboza-Carneiro.
Mr. Wilson, substitute for Mr. Tolbert.
Mr. Zofka, accompanying Mr. Heyer.
THE GOVERNING BODY WAS COMPOSED AS FOLLOWS:

Chairman: Mr. Parodi, followed by Mr. Calderón Puig.

Mr. Agö, Mr. Ahmad, Mr. Akrouf, Mr. Alvarado, Mr. Aoki, Mr. Bachdelleh, Mr. Barboza-Carneiro, Mr. Beermann, Mr. Bergenström, Mr. Bland, Mr. Borha, Mr. Borisov, Mr. Botherave, Mr. Campanella, Mr. Chatn, Mr. Cheng, Mr. Claussen, Mr. Collison, Mr. Denise, Mr. Desmaison, Mr. Erdmann, Mr. Ben Ezzedine, Mr. Faupli, Mr. Kaplansky, Mr. Keita, Mr. Letts, Mr. Mainwaring, Mr. Meyë, Mr. Michév (replaced during part of the sitting by Mr. Cohen), Mr. Monk, Mr. Mör, Mr. Nasr, Mr. Nielsen, Mr. Ofurum, Mr. Parodi, Sir George Pollock, Mr. Rifaat, Mr. Sánchez Madariaga, Mr. de Santiago López, Mr. Slater, Mr. Táta, Mr. Wahid, Mr. Wajid Ali, Mr. Waline, Mr. Weaver, Mr. Wilson, Mr. Zaman.

OPENING OF THE SESSION

The Chairman (Mr. Parodi) welcomed the members of the Governing Body, and in particular those who were taking part in its work for the first time. He thanked the former Governing Body and the Director-General for the co-operation they had given him during his term as Chairman.

In the new and enlarged Governing Body the large number of newly independent States represented was a heartening development; the same might be said of the increased number of seats provided for governments of the Eastern European countries, which constituted a form of compensation for the inadequate representation in the Employers' and Workers' groups of which those countries had often complained. He regretted, however, the decrease in the number of seats given to Western European countries, having placed their trust in him, and the Employers in particular, whose firm friendship he had gained, would surely wish to continue their co-operation with him in the Governing Body in future years.

The Chairman thanked the speakers for the tributes paid to him.

FIRST ITEM ON THE AGENDA

Election of Officers of the Governing Body for 1963-64.

Election of the Chairman.

Mr. Weaver, on behalf of the Government group, moved the nomination of Mr. Calderón Puig, Mexican Government representative, as Chairman of the Governing Body. Mr. Calderón Puig had been a career diplomat since 1931 and also had extensive experience of the work of the United Nations and its specialised agencies. He had, in particular, served with great dignity as Chairman of the Governing Body on a previous occasion, and was a nominee fully worthy of the great traditions of Governing Body Chairmen.

Mr. Zaman, Mr. Chatn and Mr. Letts, the latter on behalf of the Latin American group, supported the nomination.

Mr. Waline, emphasising the fact that the Chairman of the Governing Body should enjoy the confi-
on behalf of the Employer members, whose respect for the three groups, supported the nomination and friendship Mr. Calderón Puig had earned as Chairman of the Governing Body in 1957-58.

Mr. Móri, recalling Mr. Calderón Puig's highly successful earlier chairmanship, supported his nomination on behalf of the Workers' group.

The Chairman declared Mr. Calderón Puig elected as the new Chairman of the Governing Body and offered him his personal congratulations.

The Governing Body unanimously and by acclamation elected Mr. Calderón Puig, representative of the Government of Mexico, as its Chairman for 1963-64.

Mr. Calderón Puig took the chair.

The Chairman (Mr. Calderón Puig) thanked the Governing Body for electing him as its Chairman for the second time, in succession to an illustrious French public figure who had served in the same capacity with intelligence, skill, impartiality and humour. He interpreted the decision as a tribute to the policy of social justice at home and peace abroad pursued by the Mexican Government under President López Mateos.

The present generation of men was living through a period of remarkable achievement, yet under the constant threat of sudden and sweeping destruction. Colonialism had been practically liquidated, but other disruptive forces were at work. The I.L.O., in particular, was faced with an urgent need to review its structure and programmes, the better to help newly independent States build up their institutions on a solid basis.

In the new Governing Body the Government group was broadly representative of the various regions, and the Employers and Workers had exercised their freedom in selecting their representatives. Differing ideologies were represented: all, however, shared a common goal, namely that of a strong and effective I.L.O. At the 47th (1963) Session of the Conference the Director-General, in replying to the discussion on his Report, had shown his firm determination to reconstruct the Organisation in accordance with present-day requirements, and he should be helped in that task.

During the Conference a group of nations had found it necessary to take a certain line of action in defence of human dignity. All members of the Organisation understood their reasons and were prepared to seek a speedy legal solution to the problem raised by the presence of the Republic of South Africa in the Organisation. Efforts to that end had been made at the Conference itself by the representatives of Latin American countries and by the French Workers' delegate, but had been frustrated by the rigidity of the Standing Orders and the differing attitudes taken by the Conference Officers towards the problem. It was now for the Governing Body to seek a rapid and legal solution, such as would enable the next session of the Conference to work in a satisfactory atmosphere and produce positive results.

But, while the occasion called for bold action to meet the challenge of the times, it was important that nothing should be done outside or in disregard of the Constitution. This would weaken the Organisation and sow the seeds of its ultimate destruction, at a time when it really needed to be strengthened in order to give men a better life and serve the cause of peace.

He thanked those who had supported his nomination as Chairman for their kind words.

Mr. Sánchez Madariaga regarded Mr. Calderón Puig's election as a tribute not only to his personal qualities but to the Mexican Government and, through the latter, to the Mexican workers who, while independent of their Government, were completely united with it in the pursuit of the ideals of the Mexican revolution as well as of the I.L.O. He thanked those who had spoken in favour of Mr. Calderón Puig's nomination.

Election of the Vice-Chairmen.

Mr. Tata, for the Employers' group, proposed that Mr. Waline, who for a decade had presided over the Employers' group, should be re-elected as Employer Vice-Chairman of the Governing Body. Mr. Waline enjoyed the confidence of all three groups and had been a dedicated defender of the employers' cause.

Mr. Collison, on behalf of the Workers' group, nominated Mr. Móri for re-election as Worker Vice-Chairman. Members of the Governing Body had come to know him well over the past three years, and the Worker members were confident that he would continue to serve them well.

The Governing Body unanimously and by acclamation elected Mr. Waline and Mr. Móri as Employer and Worker Vice-Chairmen respectively for the year 1963-64.

SECOND ITEM ON THE AGENDA

Appointment of Governing Body Committees and of Governing Body Representatives on Various Bodies

Appointment of Governing Body Committees

Financial and Administrative Committee.

On the proposal of the three groups the Governing Body appointed the members of the Financial and Administrative Committee as follows:


Government group:

Australia.
Canada.
China.
France.
Federal Republic of Germany.
India.
Poland.
Tanganyika.
U.S.S.R.
United Kingdom.
United States.
Venezuela.

Substitutes:

Bulgaria.
Gabon.
Italy.
Japan.
Liberia.
Morocco.

1 See also below, third sitting, pp. 28-29.
Employers’ group:

Mr. BERGENSTRÖM.
Mr. LEWIS BURNE.
Mr. FENNEMA.
Mr. NASR.
Mr. GEORGE POLLOCK.
Mr. RIFAAT.
Mr. VEGH-GARZÓN.
Mr. WAGNER.
Mr. WAJID ALI.
Mr. WALINE.
Substitutes:

Mr. CAMPANELLA.
Mr. ERDMANN.
Mr. ROBINSON.
Mr. ANDRIANTSITOHAINA.
Mr. PERERA.

Workers’ group:

Mr. AMBEKAR.
Mr. BORHA.
Mr. COLLISON.
Mr. DE BOCK.
Mr. FAUPL.
Mr. KAPLANSKY.
Mr. MÖRSL.
Mr. SÁNCHEZ MADARIAGA.
Substitutes:

Mr. BOTHEREAU.
Mr. BEERMANN.
Mr. BEN EZZEDINE.
Mr. NIELSEN.
Mr. STORTI.

Allocations Committee.

On the proposal of the Government group the Governing Body appointed the members of the Allocations Committee as follows:

Bulgaria.
Canada.
France.
India.
Norway.
U.S.S.R.
United States.
Uruguay.
Substitutes:

Algeria.
Italy.
Peru.
United Kingdom.

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

On the proposal of the three groups the Governing Body appointed the members of the Committee on Standing Orders and the Application of Conventions and Recommendations as follows:

Government group:

Australia.
Italy.
Morocco.

Employers’ group:

Mr. BERGENSTRÖM.
Mr. FENNEMA.
Mr. KUNTSCHEN.
Mr. OFURUM.
Mr. WAGNER.
Substitutes:

Mr. CAMPANELLA.
Mr. ROBINSON.
Mr. ANDRIANTSITOHAINA.
Mr. PERERA.

Workers’ group:

Mr. BOTHEREAU.
Mr. DE BOCK.
Mr. KAPLANSKY.
Mr. NIELSEN.
Substitutes:

Mr. BEN EZZEDINE.
Mr. HERNANDEZ.
Mr. RIANI.
Mr. STORTI.

Committee on Industrial Committees.

On the proposal of the three groups the Governing Body appointed the members of the Committee on Industrial Committees as follows:

Government group:

Argentina.
Federal Republic of Germany.
India.
Indonesia.
Italy.
Japan.
Liberia.
Mexico.
Poland.
U.S.S.R.
United Kingdom.
United States.
Substitutes:

Brazil.
China.
France.
Morocco.
Pakistan.
Philippines.
Ukraine.
Uruguay.
Venezuela.

Employers’ group:

Mr. DESMAISON.
Mr. ERDMANN.
Mr. FENNEMA.
Mr. MARTÍNEZ ESPINO.
Mr. Mishiro.
Sir George Pollock.
Mr. Végh-Garzón.
Mr. Wagner.

Substitutes:
Mr. Campanella.
Mr. Rifaat.
Mr. Waline.
Mr. Andriantsitohaina.
Mr. Bergenström.
Mr. Alam.
Mr. Montt Balmaceda.
Mr. Gutiérrez Matarrina.
Mr. Bekti.
Mr. Perera.
Mr. Verschueren.
Mr. Yllanes Ramos.

Workers' group:
Mr. Ahmad.
Mr. Beermann.
Mr. Collison.
Mr. De Bock.
Mr. Fahim.
Mr. Faupl.
Mr. Nielsen.
Mr. Riani.

Substitutes:
Mr. Ambekar.
Mr. Monk.
Mr. Pongault.
Mr. Sánchez Madariaga.
Mr. Haraguchi.
Mr. Storti.

International Organisations Committee.

On the proposal of the three groups the Governing Body appointed the members of the International Organisations Committee as follows:

Government group:
Australia.
Bulgaria.
China.
Lebanon.
Peru.
U.S.S.R.
United Kingdom.
United States.

Substitutes:
Algeria.
Argentina.
Canada.
Ecuador.
India.
Italy.
Mali.
Mexico.
Tanganyika.
Ukraine.
Uruguay.

Employers' group:
Mr. Fennema.
Mr. Gaye.
Mr. Muro de Nadal.
Mr. Rifaat.
Mr. Tata.
Mr. Wagner.

Substitutes:
Mr. Bergenström.
Mr. Erdmann.
Mr. Kuntschen.
Mr. Végh-Garzón.
Mr. Waline.
Mr. Alam.
Mr. Bekti.
Mr. Gutiérrez Matarrina.
Mr. Montt Balmaceda.
Mr. Yllanes Ramos.

Workers' group:
Mr. Borha.
Mr. Botheraou.
Mr. Faupl.
Mr. Kaplanisky.
Mr. Monk.
Mr. Mori.

Substitutes:
Mr. Pongault.
Mr. De Bock.
Mr. Fahim.
Mr. Hernandez.
Mr. Haraguchi.
Mr. Beermann.
Mr. Storti.
Mr. Shita.

Committee on Operational Programmes.

On the proposal of the three groups the Governing Body appointed the members of the Committee on Operational Programmes as follows:

Government group:
Algeria.
Brazil.
Canada.
France.
Gabon.
India.
Italy.
Mali.
Norway.
Pakistan.
Philippines.
Poland.
U.S.S.R.
United Kingdom.
United States.
Venezuela.

Substitutes:
Bulgaria.
China.
Congo (Leopoldville).
Ethiopia.
Federal Republic of Germany.
Indonesia.
Japan.
Lebanon.
Morocco.
Tanganyika.

Employers' group:
Mr. Andriantsitohaina.
Mr. Desmaison.
Mr. Muro de Nadal.
Mr. Mishiro.
Mr. Nasr.
Mr. Ofurum.
Mr. Rifaat.
Mr. Robinson.
Mr. Waline.
Mr. Wagner.

Substitutes:
Mr. Bergenström.
Mr. Campanella.
Mr. Fennema.
Mr. Gaye.
Mr. Martínez Espino.
Mr. Végh-Gárzón.
Mr. Wajid Ali.
Mr. Gutiérrez Matarrita.
Mr. Bekti.
Mr. Montt Balmaceda.
Mr. Perera.

Workers' group:
Mr. Ambekar.
Mr. Becker.
Mr. Borha.
Mr. Collison.
Mr. Ben Ezzedine.
Mr. Faupl.
Mr. Kaplansky.
Mr. Pongault.

Substitutes:
Mr. Monk.
Mr. Sánchez Madariaga.
Mr. Haraguchi.
Mr. Riani.
Mr. Botheureau.
Mr. Hernandez.
Mr. Ahmad.
Mr. Shita.

Committee on Freedom of Association.

Mr. Borisov reserved the right to raise the question of review of the Committee's composition and procedure at the November Session. Meanwhile, he had no objection to the Committee continuing its work with the composition which was now proposed.

The Chairman thanked Mr. Borisov for his cooperative attitude.

Mr. Weaver rejected any suggestion that the Committee's present terms of reference were valid only until November. While he was quite willing to discuss the matter, it should be clearly understood that the Committee would operate under its present terms of reference until a contrary decision was taken.

Mr. Mōri took it that Mr. Borisov's remarks concerning the composition of the Committee referred to the Government group. Appointment of Worker representatives on the Committee was a matter for the Workers alone to determine, and did not concern Government representatives. So far as the Committee's procedure was concerned, the Workers were prepared to discuss this question in November, when they would determine their attitude in the light of any proposals put forward by Mr. Borisov or anyone else.

Mr. Waline associated the Employers' group with the position stated by Mr. Mōri.

On the proposal of the three groups the Governing Body appointed the members of the Committee on Freedom of Association as follows:

**Government group:**
- Brazil.
- Substitute: Ecuador.
- India.
- Substitute: Morocco.
- Italy.
- Substitute: France.

**Employers' group:**
- Mr. Kuntschen.
- Mr. Rifaat.
- Mr. Waline.

Substitutes:
- Mr. O'Brien.
- Mr. Bergenström.
- Mr. Fennema.
- Mr. Muñoz de Nadal.
- Mr. Verschueren.

**Workers' group:**
- Mr. Agbekar.
- Mr. Becker.
- Mr. Borha.
- Mr. Collison.
- Mr. Ben Ezzedine.
- Mr. Faupl.
- Mr. Kaplansky.
- Mr. Pongault.

Substitutes:
- Mr. Monk.
- Mr. Sánchez Madariaga.
- Mr. Haraguchi.
- Mr. Riani.
- Mr. Botheureau.
- Mr. Hernandez.
- Mr. Ahmad.
- Mr. Shita.

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

Mr. Ago, for the Government group, asked that the question of the composition of this Committee should be postponed to the November Session.

It was so decided.

Committee on Discrimination.

On the proposal of the three groups the Governing Body appointed the members of the Committee on Discrimination as follows:

**Chairman:** Mr. Weaver (United States).

**Government group:**
- Mr. Calderón Puig (Mexico).
- Mr. Hauck (France).
- Mr. Makwambala (Congo (Leopoldville)).
- Mr. Øksnes (Norway).
- Mr. Zaman (India).

**Employers' group:**
- Mr. Desmaison.
- Mr. Kuntschen.
- Mr. Rifaat.
- Mr. Robinson.
- Mr. Waline.

Substitutes:
- Mr. Gaye.
- Mr. Ofurum.
- Mr. Campanella.
- Mr. Martínez Espino.

**Workers' group:**
- Mr. Ambekar.
- Mr. De Bock.
Mr. BEN EZZEDINE.
Mr. HARAGUCHI.
Mr. KAPLANSKY.
Substitutes:
Mr. PONGAULT.
Mr. SÁNCHEZ MADARIAGA.


On the proposal of the three groups the Governing Body appointed the members of the Working Party on the External Survey of the Organisation and Structure of the Office as follows:

Chairman: Mr. CALDERÓN PUIG (Mexico).

Government group:
Mr. SLATER (United Kingdom).
Mr. ZAMAN (India).
Substitute:
Mr. BAGHDELLEH (Tanganyika).

Employers’ group:
Mr. BERGENSTRÖM.
Mr. WAGNER.
Substitutes:
Mr. RIFAAT.
Mr. VÉGH-GARZÓN.

Workers’ group:
Mr. FAUPL.
Mr. MÔRI.
Substitute:
Mr. COLLISON.

Committee on the Amendment of Article 35 of the Constitution.

On the proposal of the groups concerned the Governing Body appointed the Government and Employer members of the Committee on the Amendment of Article 35 of the Constitution as follows:

Chairman: Mr. HAYTHORNE (Canada).

Government group:
Mr. BARBOZA-CARNEIRO (Brazil).
Mr. CHAJN (Poland).
Mr. KEITA (Mali).
Mr. SLATER (United Kingdom).

Employers’ group:
Mr. ERDMANN.
Mr. GAYE.
Sir George POLLOCK.
Mr. TATA.

Substitutes:
Mr. MARTÍNEZ ESPINO.
Mr. MURO DE NADAL.

Mr. MÔRI indicated that the Workers’ group had not yet designated its nominees but would do so before the end of the session.1 It would, of course, be easier for the Workers to do this if they knew when it was contemplated that the Committee should meet.

1 See below, third sitting, pp. 28-29.

The Chairman, having consulted the representative of the Director-General, replied that it was proposed that the Committee should meet immediately before the next session of the Governing Body.1

Mr. Chain, while he could agree to the setting up of the proposed committee, intended to submit at the 157th Session a proposal to establish a Governing Body committee to study the social consequences of colonialism.

Mr. AKROUL, on behalf of the African and Arab group, associated himself with the position stated by the previous speaker.

The Chairman said that the Governing Body had taken note of the statements made by the Polish and Algerian Government representatives.

Appointment of Governing Body Representatives on Various Bodies

Asian Advisory Committee.

Mr. Tata reminded the Governing Body of the views which had been expressed over a period of years concerning the extent to which the Asian Advisory Committee was truly representative of the Asian area. Its composition could be justified on grounds neither of geography nor of homogeneity of economic conditions. The situation was quite different in the African Advisory Committee, on which, furthermore, considerably more money was being spent. The Melbourne Conference had not been a truly Asian conference because the Committee did not provide effective guidance for the Governing Body on the problems of Asia. He asked that a paper should be placed before the Governing Body at its November Session comparing the constitution and character of the African and Asian Advisory Committees and indicating what steps were contemplated to remove existing disparities.

Mr. Nasr supported Mr. Tata’s remarks.

The Chairman said that the Director-General would submit a paper to the Governing Body at its 157th Session.

On the proposal of the three groups the Governing Body nominated the following four members from countries entitled to attend the Asian Regional Conference to complete the membership of the Asian Advisory Committee:

Government group:
Ceylon.
Viet-Nam.

Employers’ group:
Mr. REYES.

Workers’ group:
Mr. THONDAMAN.

Substitutes:
Mr. HERNANDEZ.
Mr. HARAGUCHI.

Board of the International Institute for Labour Studies.

On the proposal of the three groups the Governing Body appointed the following of its members as members of the Board of the Institute for a period of three years:

1 For the exact dates see below, pp. 11-12.

On the proposal of the three groups the Governing Body appointed its delegation as follows:

**Government group:**
- Mr. Zaman (India).

**Employers’ group:**
- Mr. Fennema.

**Workers’ group:**
- Mr. Faupl.

**Substitute:**
- Mr. Pongault.

Iron and Steel Committee: Seventh Session (Cardiff, 26 August-6 September 1963).

On the proposal of the three groups the Governing Body appointed its delegation as follows:

**Chairman and Government group representative:**
- Mr. Aguilar (Venezuela).

**Employers’ group:**
- Mr. Rifaat.

**Workers’ group:**
- Mr. Nielsen.

**Substitute:**
- Mr. Riani.

Tripartite Technical Meeting for the Food Products and Drink Industries (Geneva, 9-20 December 1963).

On the proposal of the three groups the Governing Body appointed its delegation as follows:

**Chairman and Government group representative:**
- Mr. Rahman (Pakistan).

**Employers’ group:**
- Mr. Perera.

**Substitute:**
- Mr. Verschueren.

**Workers’ group:**
- Mr. Pongault.

**Substitute:**
- Mr. Weissenberg.

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**Third Item on the Agenda**

Arrangements for the Preparatory Technical Conference on Employment Policy

Mr. Waline, speaking for the Employers’ group, wondered whether the limited response to the invitations sent out might not be due to the fact that governments had been insufficiently informed as to the procedure which the Conference would follow, particularly in regard to committees and the consequent need for appointing technical advisers. He also asked when the reports prepared for the Conference would be distributed.

Mr. Aoki and Mr. Claussen informed the Governing Body that their Governments intended to participate in the Conference.

Mr. Mori, for the Workers’ group, asked that those governments which had indicated an intention of sending Government delegates only should be reminded of their constitutional obligation to send tripartite delegations.

The representative of the Director-General (Mr. Jenks, Assistant Director-General) indicated that the Conference reports would be circulated to governments which had signified their intention of attending the Conference on Monday, 1 July, so far as the French and the English texts were concerned. The Spanish texts, it was hoped, would follow a week later. Further despatches would be made to all member States as soon as possible.

The Director-General would, of course, accede to the request that member States having indicated their intention of being represented by Government delegates only should be reminded of the desire expressed in the Governing Body that there should be tripartite delegations.

Finally, regarding the procedure of the Conference, the Director-General was not yet able to formulate clear proposals, but would keep in close touch with the Officers of the Governing Body and consider whether he might give advance indication to governments concerning any proposals which he might put before the Conference.

Mr. Ocampo, in the light of the information just given, indicated that his Government intended to participate in the Conference.

Mr. Borisov stressed the difficulties which governments faced in preparing for the Conference when they had received neither the documents defining the exact scope of the topics for discussion, nor specific proposals in regard to the procedure. As one speaker had suggested, this might well be the reason why so many governments had not yet replied to the invitation. He urged that reports should be despatched as quickly as possible and that in the future preparations for conferences of this type should proceed more satisfactorily.

The Chairman said that the Office would bear in mind Mr. Borisov’s observations.

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**Fourth Item on the Agenda**

Seventy-first Report of the Committee on Freedom of Association

Mr. Borisov said that, in view of his Government’s well-known objections to the composition and working methods of the Committee, and the conse-
quent lack of objectivity of its report, he would take part neither in the discussion nor in the decisions thereon.

Mr. Cohen associated himself with the position taken by Mr. Borisov.

Introduction.

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

Complaints Which the Committee Recommended Should Be Dismissed as Irreceivable under the Procedure in Force.

The Governing Body adopted the recommendation in paragraph 12 of the report.

Cases Which the Committee Recommended Should Be Dismissed.

The Governing Body adopted the recommendations in paragraphs 28 (Case No. 317 (Norway)), 37 (Case No. 318 (Morocco)), 47 (Case No. 320 (Pakistan)) and 53 (Case No. 331 (Peru)) of the report.

Conclusions in the Case relating to Argentina.

The Governing Body adopted the recommendations in paragraph 76 (Case No. 273 (Argentina)) of the report.

Information Requested of the Japanese Government at the 155th Session (Case No. 179)

Mr. De Bock, on behalf of the Workers' group, asked whether any information had been received from the Japanese Government concerning the ratification of the Freedom of Association and Protection of the Right to Organise Convention, 1948, in response to the request made by the Governing Body at its 155th Session.

The representative of the Director-General (Mr. Jenks, Assistant Director-General) stated that the Director-General had received a communication from the Japanese Government on 26 June, the full text of which would be submitted to the Committee on Freedom of Association in the normal fashion.

In essence, the Director-General had been informed that, following further informal negotiations between the Government and opposition parties, it had been decided in the House of Representatives on 14 June to refer to a special committee the Bills concerning the ratification of the Convention and amendments to related legislation. Deliberation on these Bills had therefore commenced. This was the fourth time since April 1960 that such Bills had been submitted to the Diet, but the first time that a special committee had been established to deliberate thereon. This indicated, in the Government's view, that remarkable progress had been made.

Also on 14 June, the House of Councillors had decided to set up a similar committee. On 24 June the Ministers of Foreign, Labour and Home Affairs had attended sittings of each House and explained the reasons for introducing the Bills in question. Both these special committees had been convened on the same day to begin their deliberations, which were expected to continue on and after 25 June. Information would be furnished by the Government as to further developments in the deliberations of the two special committees.

Mr. Aoki said that the Japanese Government was tackling the problem seriously, with a view to disposing of it finally.

Mr. Ahmad, observing that the case had been pending before the Governing Body for several years, asked that a deadline should be fixed for achieving a final solution.

Mr. Mōri supported the view expressed by Mr. Ahmad. It was high time for the Japanese Government to fulfill promises which it had spontaneously made years earlier.

Mr. Aoki pointed out that the matter was now in the hands of the Japanese Parliament rather than the Government.

Mr. Zaman thought that both the faith in the I.L.O. evidenced by the Japanese trade unions and the deferential attitude of the Government were highly flattering to the Organisation. The matter was now in the hands of Parliament, and a satisfactory outcome might be expected.

Mr. Kaplansky, while he appreciated the flattery, thought that the time had come for concrete results.

FIFTH ITEM ON THE AGENDA
Composition of Committees and of Various Meetings

Meeting of Experts on the Measurement of Under-employment.

The Governing Body adopted the recommendations in paragraph 4 of the Office document.

Technical Advisory Group on Agrarian Reform.

The Governing Body adopted the recommendations in paragraph 8 of the Office document.


The Governing Body adopted the recommendations in paragraphs 12 and 16 of the Office document.

Mr. Waline, referring to paragraphs 18 and 29 of the Office document (the latter dealing with a meeting of experts on social and economic conditions of teachers), expressed the concern of the Employer members at the tendency to invite non-governmental organisations in increasing numbers to be represented by observers at meetings of experts. This was a matter to which he had already drawn the attention of the other Officers, even though in this case he had raised no objection to the suggestions presented. While the observers might be eminently qualified persons, and while their organisations might well have a legitimate interest in the subject under discussion, it might be asked whether such organisations could not participate more effectively by actually providing some of the experts rather than by sending observers. He hoped that this would be borne in mind in the future, since an unduly large number of observers might be detrimental to the work of expert meetings.

Mr. Mōri pointed out that the large number of requests for representation at I.L.O. meetings was evidence of the importance attached by other organ-
isations to the work of the I.L.O. While any exaggeration might indeed be harmful, the actual risk seemed small. As for the organisations mentioned in the Office document, they clearly had a genuine interest in the problems of public servants.

The Governing Body adopted the recommendation in paragraph 18 of the Office document.

Meeting of Experts on Social and Economic Conditions of Teachers in Primary and Secondary Schools (Geneva, 21 October-1 November 1963).


SEVENTH ITEM ON THE AGENDA

Report of the Director-General

The Director-General said that, while it would be most convenient to him and his colleagues, its agenda, including the financial implications of such proposals, were more likely to enable it to do its work properly. He suggested that the dates originally proposed might meet on Monday, 4 and Tuesday, 5 November, rather than from 30 October and 1 November as was proposed. This would probably facilitate attendance by the Chairman of the Committee.

Mr. Kaplansky supported the previous speaker and further drew attention to the difficulty involved in the proposal to hold simultaneous meetings of the International Organisations Committee and the Committee on Operational Programmes on Friday, 8 November.

Mr. Faupl, pointing out that the dates of 13-15 August which were proposed for the meeting of the Working Party to Consider the Report on the External Survey of the Organisation and Structure of the Office would mean extensive travel for some members, asked whether the meeting might not be combined with another one some time later.

Mr. Waline supported Mr. Faupl's request on behalf of Mr. Bergenström, who was a member of the Working Party but was momentarily absent.

Mr. Erdmann, while he was in favour of postponing the meeting of the Committee on the Amendment of Article 35 of the Constitution, asked that it should not overlap with those of the Committee on Industrial Committees.

Mr. Zaman suggested that the Committee on Freedom of Association should meet on Wednesday, 30 October, in lieu of the Committee on the Amendment of Article 35 of the Constitution.

Mr. Slater cautioned against trying to fit too many meetings into the week beginning on 4 November. The Committee on the Amendment of Article 35 of the Constitution, in particular, might require a good deal of time, and the dates originally proposed were more likely to enable it to do its work properly.

Mr. Mörí said that the dates proposed for the Committee on Freedom of Association were the most convenient to him and his colleagues.

The representative of the Director-General (Mr. Jenks, Assistant Director-General) said that, while it would not be feasible for the Committee on the Amendment of Article 35 of the Constitution and the Committee on Freedom of Association to meet simultaneously, the order of the two meetings could be inverted. It had seemed, however, preferable that the Committee on the Amendment of Article 35 of the Constitution should meet first so that it might work undisturbed on what was, after all, a new and difficult subject.

Concerning the point raised by Mr. Kaplansky, perhaps the International Organisations Committee could meet in the afternoon instead of in the morning — so that there would in any case be no question of the two committees starting at the same time — and their work be so arranged as to avoid simultaneous discussion of any major items in both committees.

Mr. Mainwaring proposed that, if the Governing Body wished to maintain the proposed arrangements, the Committee on the Amendment of Article 35 of the Constitution might at least begin its work on
Thursday, 31 October, instead of on Wednesday, 30, and continue until Saturday, 2 November, if necessary.

It was so decided.

The Director-General, referring to the Working Party to Consider the Report on the External Survey of the Organisation and Structure of the Office, explained that it might be difficult to hold the meeting later than the dates proposed. If it were to meet in October, there would be no time for any important changes arising out of the survey to be taken into account in the budget proposals; nor would it be practicable for the Working Party to meet late in September, since the Advisory Committee on Administrative and Budgetary Questions of the United Nations was to meet at that time. The matter might be discussed privately and decided at a subsequent sitting.¹

Subject to this understanding, and to the changes agreed upon in respect of the Committee on the Amendment of Article 35 of the Constitution and of the International Organisations Committee, the Governing Body adopted the recommendation in paragraph 5 of the Office document.

The sitting closed at 1.05 p.m.

E. CALDERÓN PUIG.

¹ See below, second and third sittings, pp. 13 and 29.
MINUTES OF THE SECOND SITTING

(Friday, 28 June 1963—3.10 p.m.)

The Governing Body was composed as follows:

Chairman: Mr. Calderón Puig.

Mr. Agó, Mr. Ahmad, Mr. Akrouf, Mr. Alvarado, Mr. Aoki, Mr. Baghdelleh, Mr. Barboza-Carneiro, Mr. Beermann, Mr. Bergenström, Mr. Bland, Mr. Borha, Mr. Borisov, Mr. Bothereau, Mr. Campanella, Mr. Chajn, Mr. Cheng, Mr. Clausen, Mr. Collison, Mr. Denise, Mr. Desmaison, Mr. Erdmann, Mr. Ben Ezzedine, Mr. Faupl, Mr. Kaplansky, Mr. Keita, Mr. Letts, Mr. Mainwaring, Mr. Meyle, Mr. Michev, Mr. Monk, Mr. Möri, Mr. Nasr, Mr. Nießen, Mr. Ofurum, Mr. Parodi, Sir George Pollock, Mr. Rahaman, Mr. Rifaat, Mr. Sánchez Madariaga, Mr. de Santiago López, Mr. Slater, Mr. Tata, Mr. Wahid, Mr. Wajid Ali, Mr. Waline, Mr. Weaver, Mr. Wilson, Mr. Zaman.

NINTH ITEM ON THE AGENDA

Date and Place of the 157th Session of the Governing Body (cont.)

Mr. Faupl said that, although the proposed date for the Working Party to Consider the Report on the External Survey of the Organisation and Structure of the Office was somewhat inconvenient, he was prepared to attend in August if necessary.

Mr. Bergenström said that the main problem was that of providing members with the necessary time for preparation. The issues raised in the report were likely to necessitate some consultation, which would be difficult and perhaps impossible during the holiday season. It would be preferable to hold the meeting in October.

The Director-General said that the report would be available at the beginning of July. A late October meeting of the Working Party would afford little leeway for the necessary presentation of the report to the Financial and Administrative Committee and to the Governing Body at its next session.

Mr. Mainwaring asked whether the report would reach governments before its consideration by the Working Party.

The Director-General answered in the affirmative. Allowing for analysis, translation and processing, the report should be distributed by the end of July.

Mr. Bergenström drew attention to the short interval between the distribution of the report and the date of the meeting. A date in September would enable members to make a more responsible contribution.

Mr. Denise said that Mr. Wagner would favour a later date.

Mr. Möri said the interval seemed adequate for a study of the report, and mentioned that he would be unable to attend in the first three weeks of September.

The discussion was adjourned until the third sitting.

SIXTH ITEM ON THE AGENDA

Questions Arising out of the 47th (1963) Session of the International Labour Conference

Question of South Africa.

Mr. Akrouf congratulated the Director-General on having given serious study to the problem of apartheid, a question which had dominated the 47th Session of the Conference, and on the concrete and positive nature of some of his proposals. One could only regret that they had not been made earlier, as to do so might have avoided the crisis which had just rocked the Organisation.

The African and Arab Government representatives supported the first three proposals of the Director-General, subject to formal changes to add what they considered to be necessary clarifications. Thus, the first proposal should read: "the exclusion of South Africa from I.L.O. committees set up on an elective basis and from conferences the participants in which are designated by name by the Governing Body." In the second proposal they proposed that the Security Council of the United Nations should be "seized" of the proposal for the expulsion of South Africa, as this was an important nuance. The third proposal called for no particular remarks.

The fourth proposal, on the other hand, lacked efficacy in their opinion, and would tend to retard the solution of the problem. There was no need for a commission of inquiry to prove that racial discrimination was the fundamental principle of the political, economic and social structures of South Africa, or to demonstrate that the economy of that country was based on forced labour and that freedom of association did not exist. The African and Arab Government delegations would prefer to see that proposal replaced by the suggestion made by the Director-General at their interview with him on 17 June 1963, namely that the Governing Body should decide to place on the agenda of the 48th Session of the Conference an amendment to the Constitution directed to the exclusion of South Africa from the International Labour Organisation, and instruct the Director-General to submit a report thereon.

It had never been the intention of the African and Arab delegations to destroy the I.L.O. in protest against the Republic of South Africa. The I.L.O. was their organisation; they were profoundly attached to the principles for which it stood, and were desirous of making an effective and positive contribution to its work. But human rights, dignity and liberty were not matters on which bargains could be
struck. It was therefore necessary that the Governing Body should speedily find a solution to this grave problem which, if it was not finally disposed of forthwith, was liable to perturb the work of the Organisation and thus impair its efficiency. South Africa had no place in their midst, and they had to bring every effort to bear in order to exclude that country as rapidly as possible from the Organisation.

Mr. Zaman congratulated the Director-General on the bold initiative he had taken, which had focused the attention of the whole world on the present session of the Governing Body. If such steps had been taken two years before, much trouble might have been avoided. He entirely endorsed the courageous statement which the Director-General had made to the Conference at a critical time, and shared his belief that the Organisation would emerge strengthened from its recent trials.

India had had such a long and intimate association with the I.L.O. that it regarded it as part of its own flesh and blood and would do nothing to injure it. His faith in the future of the I.L.O. was based on the fact that throughout the crisis he had heard no one speak of destroying the I.L.O., and he welcomed the disclaimer of any such intention by the spokesman of the African and Arab Governments.

It was regrettable that the nature of the apartheid problem was still not generally understood. Other countries might fall short of I.L.O. standards regarding freedom of association or discrimination. The present issue, however, was of far greater significance and of a more serious nature. The current rulers of South Africa had been admirers and supporters of Hitler, not out of expediency but because they believed in Hitler’s racial policies, and it was those policies that they were now carrying out under the name of apartheid.

He fully supported the Director-General’s first three proposals, which ought to be implemented immediately. He was not enthusiastic about the fourth proposal to set up a commission of inquiry, the time for which was long past.

For 17 years the Indian and other governments had negotiated and pleaded with South Africa to mend her ways, and each year the position of the Africans and Asians in that country had become worse. At last, in desperation, the United Nations General Assembly had in 1962 passed a resolution calling for sanctions against South Africa. As a member of the United Nations family the I.L.O. was morally bound to support such sanctions, and should not shirk its responsibility. He accordingly moved a further proposal, as follows: “The Governing Body urges all member States to implement without delay General Assembly resolution 1762 (XVII) and, in particular, to break off diplomatic and commercial relations with South Africa immediately.” The Indian Government had taken such a step 17 years ago, at great cost to itself, and was resolved not to resume normal relations until the people of South Africa had been liberated. Similarly, the I.L.O. should break off all relations with South Africa in accordance with the General Assembly’s recommendations. This would afford a solution, if only a temporary one, to the problem, and there was nothing in the Constitution to prevent it being adopted.

Mr. Letts deprecated the fact that by an extreme exercise of his rights one of the Vice-Presidents had prevented the Conference from pronouncing on the proposals that had been made, and that consequently the Governing Body had no express written mandate to take specific action. Nevertheless the sense of the Conference and the purport of its decisions were clear, and the Governing Body could not fail to heed it. The Governing Body must shoulder the obligations devolving upon it as one of the organs of the I.L.O. and take the necessary steps to face and settle the situation created by a government which had decided on its own authority that a resolution of the Conference was anti-constitutional, null and void. The policy of apartheid was no longer at issue; that had been finally condemned by the Conference in 1961. The present problem stemmed from the continuance of the Republic of South Africa in trying to promote its programme when it had unequivocally declared persona non grata in the I.L.O. In doing so it had placed itself outside the law, but in dealing with this attitude the I.L.O. must not fall into the same error; the Director-General had recognised this, and had proposed measures that were strictly in conformity with the Constitution.

To a representative from Latin America who had been associated with the resolution submitted to the Conference there was no difficulty in accepting the suggestion to refer the matter to the United Nations. It seemed that the United Nations could be asked to take action under articles 5 and 6 of the Charter. Article 6 in particular could be used to expel South Africa on the grounds of persistent violation of the principles contained therein. A decision to expel that country could then be applied by all the international organisations, by virtue of article 103. Action in the Security Council might be initiated by a member State, but it would be better if it were initiated by the I.L.O. itself. This was why the Director-General had proposed that he should make contact with the Secretary-General of the United Nations. A more immediate course lay open: the Economic and Social Council, which under article 62 of the Charter could make recommendations to promote observance of human rights and fundamental freedoms, could be seized of the matter at its impending meeting, and the over-all action of the United Nations could be initiated in this way. In any action the Governing Body might take the objective must be not only that justice should be done in the present case, but also that the Organisation should emerge strengthened from the debate.

Mr. Mori, on behalf of the Worker members, said that any measures envisaged to secure implementation of the 1961 resolution calling for the withdrawal of South Africa must conform to the Constitution of the I.L.O. and the relevant Standing Orders. The Preamble to the Constitution proclaimed racial equality and stated that the I.L.O. had established to achieve lasting peace based upon social justice. In the I.L.O. the Workers considered that the rule of law constituted the best protection of the weak against the strong, and, since in most countries the weak were usually the workers, his group had resolutely campaigned in the Conference for respect of the rule of law and for a successful conclusion of the productive work of the Conference. The Workers’ group sought to safeguard two essential principles: the tripartite principle and the principle of universality. It was perhaps Nodd to safeguard the latter principle by excluding a State, but the special circumstances of the South African case rendered some such measures necessary. Nevertheless, the Workers’ group did not want this pos-
sibility of excluding a State which had violated one of the fundamental tenets of the Organisation to open the door for a whole series of other exclusions, which would lead in time to the demise of the I.L.O. Any decision taken must therefore be confined to the special crime of apartheid, and no analogies should be drawn between that policy and other infringements of human rights, including even freedom of association.

The Workers did not wish the Organisation to go out of existence; they, as interested parties, sought rather to strengthen it, and history would show that in this process the Workers had played a decisive part.

In the name of the Worker members he then moved the following resolution:

The Governing Body of the International Labour Office,

Recalling that the 45th Session of the International Labour Conference in 1961 adopted without opposition a resolution requesting the Republic of South Africa to withdraw from membership of the International Labour Organisation until such time as the Government of that country abandoned its apartheid policy of racial persecution which violates the fundamental principles of human rights contained in the Constitution of the I.L.O. and the Declaration of Philadelphia,

Noting with profound regret that the Government of that country has not only refused to comply with the 1961 resolution but has recently adopted laws even more oppressive than those condemned by the Conference in 1961,

Emphasising again its abhorrence of the apartheid policy and its conviction that no country which is responsible for such a policy should continue to participate in the I.L.O. and its organs,

Decides that every possible action be taken to carry out the mandate of the 1961 resolution as soon as possible, and in particular—

1. To undertake consideration of such amendments to the Constitution and/or Standing Orders as might be necessary in order to achieve the objectives of the 1961 resolution, with a view to placing on the agenda of the 48th Session of the International Labour Conference consideration and adoption of such changes;

2. To appoint a tripartite delegation which, together with the Director-General, should meet with the Secretary-General of the United Nations for the purpose of—

(a) requesting the United Nations to give immediate and full implementation to resolution 1761 on the policies of apartheid of the Government of the Republic of South Africa (adopted by the General Assembly of the United Nations on 6 November 1962); and

(b) discussing co-ordinated action by the United Nations and the specialised agencies to exclude from participation in their deliberations the representatives of any State which deliberately and persistently violates the principles of the Charter of the United Nations.¹

This resolution left the initiative with the I.L.O. itself by calling for consideration of amendments to the Constitution and Standing Orders to permit the exclusion of a State practising apartheid. It also called for a tripartite delegation, composed of Africans and non-Africans, to discuss concerted action with the United Nations Secretary-General. The problem was not an exclusively African one, and the Workers' representatives were no less qualified than the African Government representatives to show that apartheid was a violation of the Constitution and an intolerable trespass on human rights.

This resolution was not incompatible with the Director-General's proposals. The Worker members supported the first two of them with the same amendments as proposed by Mr. Akrouf, and also the third, on the understanding that the tripartite delegation would contain representatives of other continents as well as Africans. He asked the Director-General not to proceed with the fourth proposal to set up a commission; it served no useful purpose to investigate a situation well known to all and admitted to by the guilty party itself, and might only cloud the issue.

An attempt had been made in various quarters to cast suspicion on the intentions of the Worker members. He hoped he had now dispelled any misgivings and categorically demonstrated the purity of their intentions. Indeed, the contrary would have been astonishing; it was unthinkable that the trade union organisations should not condemn such a policy and should not be prepared to avail themselves of every means to rid the world of such a scourge. Their aim was always to make the world a better place to live in for the whole of the human race, but they sought to do so in the framework of law and in the observance of the Constitution and Standing Orders, which were the best safeguard of the interests of workers throughout the world, and especially in Africa.

Mr. Waline said he proposed to outline the general opinion in the Employers' group, while reserving the right of individual members of the group to intervene on particular points as the debate proceeded. Some Employer members of the Governing Body had attended the Conference until the end, while others had left it following the recent dramatic events. In the Governing Body, however, they all held an international mandate which made it their duty to remain above narrow national considerations. They were also right-thinking men who abhorred apartheid as much as anyone and were desirous of finding a psychologically and constitutionally satisfactory solution to the present problem.

The Director-General's proposals appeared generally acceptable, except for the last, which envisaged the belated setting up of a commission of inquiry that might be some points in the first three proposals which called for further study, e.g. whether or not a decision on membership of the United Nations would automatically have repercussions on the I.L.O., but these did not prevent the Employers from giving the proposals their general approval.

However, the Employer members felt that the present case was only one instance among others of a State deliberately flouting the principles to which it had subscribed on joining the I.L.O. In the name of the Employers members he therefore moved a resolution calling for consideration of a procedure which would enable not only the present case but also other possible cases to be dealt with appropriately. This resolution was in the following terms:

The Governing Body of the International Labour Office,

Recognising that developments at the 47th Session of the International Labour Conference have disclosed the urgent need for positive and effective
action by the International Labour Organisation to combat national policies in member States which through racialism, apartheid, or denial of basic freedoms are incompatible with the fundamental principles on which the Organisation is based; and the recognition further that there are certain constitutional obstacles which preclude such positive and effective action being taken.

Decides to place on the agenda of the 48th Session of the International Labour Conference an item relating to the revision of the Constitution and of the Standing Orders of the International Labour Conference which will enable the Conference either to expel or to suspend from attendance at the Conference for a specified period, or through its credentials procedure to refuse to admit, the delegation nominated by any member State whose national policies constitute a persistent and flagrant disregard of the fundamental principles on which the International Labour Organisation is based.\(^1\)

The Employers were also well disposed towards the Workers' resolution, which appeared to be directed to the same end of excluding from participation in the I.L.O.'s deliberations the representative of any State which deliberately and persistently violated the principles of the Charter of the United Nations. They realised, however, that these questions were very complex and would listen with open minds to what others might have to say, in the hope that whatever decisions were taken by the Governing Body they would enjoy the widest possible measure of support.

Mr. Aguilar said that if the rule of law were to prevail in international relations effective measures were necessary to secure the application of the Universal Declaration of Human Rights, the United Nations Charter and the I.L.O. Constitution. A country could not with impunity thwart the basic principles of the international community and defy repeated recommendations to adjust its policies to those principles.

Venezuela, which was bound by its Constitution and the sentiment of its people to repudiate any form of racial or racial discrimination, could only condemn the policy of apartheid and the contempt of the South African Government in refusing to amend its policies. His country would warmly support the position of the African countries in the Security Council and the General Assembly of the United Nations within the provisions of the Charter.

He supported the first three proposals of the Director-General but, like other speakers, considered the proposed commission of inquiry superfluous. At the same time consideration should be given to the proposal of the Workers' group to place on the agenda of the next session of the Conference an item on the amendment of the Constitution to provide a sanction for repeated violations without undermining the principle of universality. Specifically, consideration might be given to suspending, rather than expelling, a State that was clearly and definitely in breach of the I.L.O. Constitution. A special Governing Body committee might be constituted to prepare and circulate the text of such an amendment.

Mr. Mainwaring regretted that an issue of such great importance had been raised at such short notice. A government such as that of Canada, which tried to speak with the same voice in various United Nations bodies, was not in a position to take quick decisions, and he would therefore be able to express only a tentative decision.

Apartheid was an extreme form of racial discrimination, which was perhaps the greatest problem confronting the human race. The aim of the I.L.O. was surely to bring about a change of policy in South Africa, and if such a change occurred as a result of the pressure that was building up, there might well be a need for technical assistance or international action of a positive nature. This being so, it was hard to see what could be gained by rejecting South Africa from the community of nations, thereby evading the problem rather than attempting to solve it.

A further effort should first be made in the United Nations, the organisation with primary competence in this matter. He agreed that an approach should be made to the Secretary-General by a Governing Body delegation composed of its Officers, to acquaint him with the depth of feeling in the Conference and the Governing Body on the subject of apartheid. The whole problem should then be reconsidered at the 157th Session in the light of any United Nations action and a clearer understanding of the many legal problems involved. He regretted the proposal to exclude South Africa in the meantime from I.L.O. committees as being somewhat ineffectual and premature.

He also felt that the matter should be dealt with in a broader context, in relation to the general problem of any State which deliberately and persistently pursued policies that violated the fundamental principles of the I.L.O. such as respect for human dignity, freedom of association, freedom from forced labour and freedom from discrimination in employment and occupation.

The sitting was adjourned at 4.35 p.m. and resumed at 5.20 p.m.

The Chairman said that he understood consultations were in progress between representatives of the Employers' and Workers' groups and that agreed texts of resolutions might be submitted to the Governing Body shortly.

Mr. Chajn said that any general condemnation of apartheid or racial discrimination would be superfluous at this stage. He welcomed the Director-General's first three proposals because they provided for urgent measures and were in keeping with the Constitution. If such action had been taken by the Governing Body after the passing of the 1961 Conference resolution, the serious occurrences at the 47th Session of the Conference might have been avoided.

He agreed to the first proposal with the amendment proposed by Mr. Akrouf. It might be possible to increase the isolation of South Africa by not recruiting any South African officials or experts for the I.L.O. He rejected as fallacious the arguments that such action should not be taken until a decision had been reached by the United Nations or that South Africa should not be excluded from the I.L.O. or its committees because it was necessary to keep that country under the influence of public opinion. He also agreed with the second proposal (as amended) and the third proposal, but urged the deletion of the suggestion to appoint a commission of inquiry.

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\(^1\) Resolution distributed to the Governing Body in document D.i.
It had been stated that it had not been possible to take practical and positive measures at the Conference. In the present Governing Body, however, the representatives of Africa were present, and the subject could be discussed with them and a conclusion reached.

Welcoming the Director-General’s proposals, Mr. Ago stressed that racial discrimination was a disgrace to humanity, and that everything possible should be done both to counter it and to prevent a recurrence of the same situation at the next session of the International Labour Conference. The only condition was that any action should be in keeping with the rules in the Constitution; if by misfortune they were led by anger, political passion or indeed the noblest of sentiments to break the fundamental rules of the game they would forever regret it, because they would certainly be faced with similar situations later in which they would be asked to break them again, and when an international organisation departed from its constitutional rules it was lost. He therefore commended the Director-General on having presented proposals for concrete action which respected the constitutional framework within which they had to act, and thanked the African and Arab Government representatives for submitting suggestions which were apparently framed in the same spirit.

He found no contradiction between the first proposal of the Director-General and the first point made by the spokesman for the African and Arab States. It should be possible to reach speedy agreement that would enable action to be undertaken forthwith in the desired direction. The actual steps to be taken might need further study, but the principle would encounter general approval.

However, while it was easy in practice to prevent the representatives of South Africa from participating in I.L.O. bodies attendance at which was by invitation of the Governing Body or another organ of the I.L.O., there remained the central problem of their participation in the Conference, attendance at which was one of the rights of every member State.

He wished to reaffirm in the most categorical manner that suspension and expulsion were in the Constitution. Although it might be argued that the Constitution said nothing on the subject, there was a firm legal precedent—which had indeed been invoked in the present case—for the view that this silence could be construed only as excluding expulsion. There were several reasons for that. In the exceptional case where expulsion had to be permitted in an international organisation of a universal character, express constitutional provision for it was made, as in the Charter of the United Nations. The I.L.O. Constitution dated from 1945, and was therefore contemporaneous with the Charter. If the possibility of expulsion had been desired at that time, it would have been expressly provided for in the Constitution. But no such provision had been made.

Moreover, while expulsion as a sanction necessary for the maintenance of peace and security was understandable in the context of the United Nations, a political organisation with responsibility for preserving peace and security, there was no reason to provide for it as a general measure in the I.L.O., which had neither the same responsibilities nor the same objectives as the United Nations.

In general he would flatly oppose the introduction of any provision to permit the expulsion of a Member of the I.L.O., not only because the Organisation aimed at universality but also because its essential aim, in his view, was to have in its midst the most recalcitrant nations, those which were farthest from the desired goal of social justice; the I.L.O. must guide them gradually towards this goal by getting them to accept its Conventions and Recommendations.

The present case, however, was an altogether special one, not only because of the particularly abhorrent nature of the policy of apartheid in the Republic of South Africa, but also because the pursuit of that policy, despite all the warnings, recommendations and resolutions of the United Nations, had led to a situation which might, in the words of the Charter, endanger peace and security. The recent developments in the United Nations had provided further confirmation of this, and accordingly he firmly believed that the United Nations should shoulder its responsibilities in this connection.

The question now arose what action could properly be taken in a specialised agency like the I.L.O. when a sanction involving the suspension or expulsion of a Member of the United Nations had been taken by the competent organs of the United Nations, and in particular by the Security Council. In the absence of constitutional provisions, the simplest course would be to introduce an amendment to the I.L.O. Constitution to make it possible in these exceptional circumstances to decide on expulsion or suspension, in collaboration with the United Nations, in the application of collective action by the United Nations family for the purpose of safeguarding peace and security.

It must be recognised, however, that amendment of the Constitution was a lengthy process which necessitated 72 ratifications. The African and Arab Government representatives had asked that an item to that effect be placed on the agenda of the forthcoming session of the Conference. That step could certainly be taken—and he would advocate that it should—but it would equally certainly not resolve the question by the 1964 Session of the Conference.

With praiseworthy prudence the Director-General had raised the delicate legal question whether, in the absence of any constitutional recognition of expulsion, one could nevertheless reach the conclusion that it would be possible to decide in the exceptional circumstances that the competent organs of the United Nations, having imposed the sanction of suspension or expulsion on a State, requested the specialised agencies in the United Nations family to collaborate with it to the same ends. The question ought to be explored, and it might be possible to obtain in time for the forthcoming session of the Conference an advisory opinion on this point from the International Court of Justice, so that they would be assured that any action undertaken in that direction would be on a constitutionally irrefragable basis.

At the same time the International Court of Justice might be consulted on a further question. Admission to the I.L.O. was either by a two-thirds vote of the Conference or by right on the grounds of membership of the United Nations, and there was an earlier provision whereby States that were members of the League of Nations were automatically Members of the I.L.O. This situation was practically the same, and it could therefore be said that in both cases participation in the International Labour Organisation was automatic on the basis of membership either of the United Nations or of the political organisation which had preceded the United Nations, namely the League of Nations.

The second question which might be put to the International Court of Justice was whether a State
which, as the result of expulsion, had ceased to belong to the United Nations did not eo ipso lose its entitlement to automatic membership in the International Labour Organisation, and whether its continued membership of the I.L.O. would not be subject to readmission by a two-thirds vote of the Conference under the provisions of article 1 (4) of the Constitution. He was by no means sure that the International Court of Justice would reply to these questions in the affirmative, but he felt that a case could be made out for both propositions, and, by presenting both, the chances of having a favourable opinion from the Court on the procedures that might be followed would be doubled.

It was, of course, possible that the International Court of Justice would reply negatively to both questions. For that reason he was inclined to fall in with the proposal by the African and Arab Government representatives to place the question of a constitutional amendment on the agenda of the 48th Session of the Conference, so that the desired result could be achieved if no other means were available.

He was extremely diffident about any form of constitutional amendment which invoked as a ground for expulsion any reason entirely internal to the I.L.O. The only action which the Governing Body should take would be to consider all possible action, not merely to condemn and merely refer it to the United Nations, following similar action by the competent organs of that organisation.

The only action which the Governing Body required at the present juncture was to place on the agenda for the forthcoming session of the Conference an item on the amendment of the Constitution the result of which should be, in the case in point, the expulsion of the Republic of South Africa. At the same time, the suggested approach to the International Court of Justice, which was complementary to the proposals of the Director-General, might next, in the case of the I.L.O., be supplemented by a proposal for a constitutional amendment. It had been argued that revision of the Constitution might provide the means of making the I.L.O. a more effective and more dynamic vehicle for international co-operation.

Mr. Aoki, commenting on the Director-General's second proposal, said that, while the I.L.O. should report the matter and submit its documentation to the Security Council, to attempt to go further with the intention of influencing the decision of the Security Council might exceed the role of the specialised agencies. Bearing in mind the action of the Economic and Social Council in setting up a committee to co-ordinate the activities of the specialised agencies, it was to be feared that such an approach to the Security Council might afford an excuse for intervention in the affairs of the I.L.O. and perhaps some denial of its independence as a tripartite organisation. In those circumstances, despite its well-known opposition to the policy of apartheid, the Japanese Government would need study the problem more carefully and abstain on the proposals put forward at this session.

Mr. Pongault said that the situation in the Conference had been due to opposing temperaments, conceptions and traditions. Basically, it had been a conflict between moral values and the law. The Africans had been blamed for incoherent tactics, and for not contesting the credentials of the South African delegation. They had wished to exclude South Africa from the Organisation. What had been done to advise them, or to suggest follow-up action on the 1961 resolution?

The Director-General had throughout maintained the integrity and courage that befitted his office. It was, however, regrettable that in his latest proposals he had not repeated his earlier suggestion of an amendment to the I.L.O. Constitution. By its origins, its Constitution, its structure and its purpose the I.L.O. remained an autonomous institution, and there was a great political danger that of the ultimate subjection of the I.L.O. to the United Nations—if it divested itself of the problem of apartheid and merely referred it to the United Nations. It was the easy way out, but one heavy with consequences; the I.L.O. must remain the social conscience of the world and face its responsibilities.

It had been said that, in the event of a country being excluded from the United Nations, it could be excluded from the I.L.O. with the approval of a constitutional amendment. But what would happen if a country that did not belong to the United Nations suddenly embarked on a policy of apartheid? On the answer to that question depended the need for an amendment to the I.L.O. Constitution. Moreover, a Member of the United Nations was under no obligation to become a Member of the I.L.O. To do so, it had to declare its formal acceptance of the obligations of the Constitution, and if thereafter it deliberately, flagrantly and persistently failed to fulfill those obligations, it should be placed in the category of those which the traditional role of the I.L.O. must remain the social conscience of the world and face the difficulties.

On the subject of apartheid, as on that of other Conference resolutions concerning the application of resources released by disarmament for the benefit of underdeveloped countries and the study of the repercussions of fluctuating commodity prices on the conditions of life and work of the workers, the I.L.O. had given an impression of passivity and had not really done all that was expected of it. The African delegates had been right to react with firmness, because their sharp opposition had produced forward solutions to the problem of apartheid, which was an affront to Africa and to the whole of humanity.

It had been argued that revision of the Constitution was a lengthy process. However, it had last year been possible to amend the Constitution regarding the size of the Governing Body, and if the necessary ratifications for an amendment to permit the exclusion of South Africa were not speedily forthcoming, it could only mean that some States turned a blind eye to the problem of apartheid and the suffering it caused to Africans. Africa had always come to the aid of other continents when fundamental human rights were in danger, and it now called upon the members of the Governing Body for their support in the same cause.

Mr. Borisov said that the occurrences at the last session of the Conference were mainly the result of the inactivity of the Governing Body. Nothing radical or effective had been done to give effect to the 1961 resolution. The Governing Body must now consider all possible action, not merely to condemn apartheid once again, but to eliminate it, and to ensure that South Africa would not be permitted to attend the next session of the Conference.
The U.S.S.R. Government supported the Director-General’s first three proposals with the amendments proposed by the Algerian Government representative, and considered them constructive and useful. It was also prepared to accept Mr. Zaman’s proposal. It would, however, be better if the Director-General did not press the proposal to set up a commission of inquiry for the reasons already expressed, particularly by Mr. Chajn.

Mr. Ocampo said that the Government of the Philippines, which had already condemned the policy of apartheid, supported the Director-General’s first three proposals as being both practicable and constitutional, but regarded the fourth as unnecessary and time-consuming.

The I.L.O., which had an independent existence, should not depend so much on the action or decisions of other organisations. It must make its recommendations effective within the ambit of its own authority, since otherwise it would open the door to further challenges to its authority which might sound its death knell as an international organisation.

Mr. Borba supported the statement by Mr. Müri, who had spoken for the Workers’ group as a whole. The Workers believed in the rule of law; and the recent demonstration in the Conference, which had attracted hostile interpretation in some quarters, was not a revolt against the rule of law but a protest against the I.L.O.’s complacency in fulfilling the obligations it had accepted when it adopted the 1961 resolution.

The I.L.O., as an organisation dedicated to the propagation of social justice, would be failing in its duty if it allowed a Constitution of its own making to be a hindrance to the achievement of its objects. He therefore did not share the anxiety as to the wisdom of a constitutional amendment. Until the I.L.O. was equipped with the means to impose sanctions that would minimise the threat to peace represented by apartheid it would not be doing its duty.

Mr. Parodi said that there was perhaps no country in the world more naturally opposed to any practices of apartheid than France. The French Government, however, maintained the position it had taken in the Conference, namely that whatever the justice of the case there were rules of law and rules of common action that must be observed. In the examination of the Director-General’s proposals one must therefore be alive to those questions of legal practicability. He supported the Director-General’s first proposal, which was capable of immediate implementation. To facilitate matters from the legal point of view it might be best for the Governing Body to decide to review completely the composition of the bodies in question, and in fact to reconstitute them without including the Republic of South Africa.

As regards the second suggestion, it was proper for the I.L.O. to take the question to the United Nations, both because that was the supreme political authority and because the issue would in any event be raised there, and it was normal to turn to the central authority for a common decision. It was difficult, however, for the I.L.O. to “seize” the Security Council of the matter; the I.L.O. could not do so as it was not a State. The most it could do would be to submit a report to the Secretary-General, requesting him to bring it before the Security Council and to offer to send a delegation of the Governing Body to New York. He had reservations as to the legal construction outlined in paragraph 16 of the Director-General’s proposals, and concurred with the remarks of Mr. Ago on this point.

He was generally in agreement with the third proposal, although it should be ascertained whether the Committee on South West Africa still existed under that name. It would also be necessary to reword the proposal relating to the International Court of Justice, since it was improper to speak of “co-operation” with the International Court of Justice.

Since the proposal to establish a commission of inquiry had been accepted in principle by almost all the previous speakers, he would refrain from commenting on that proposal.

The sitting was adjourned at 6.40 p.m. and resumed at 7.10 p.m.

The Director-General said that he withdrew his fourth proposal, which would make it easier for the Governing Body to consider the remainder of the proposals.

Mr. Barboza-Carneiro reminded the Governing Body that the Brazilian delegation at the 45th (1961) Session of the International Labour Conference had vigorously denounced the odious policy of apartheid. Racial discrimination in any form was loathed in Brazil, and in that country all persons, whether Brazilians or foreigners, were protected against discriminatory practices by law.

He agreed with the Director-General’s three remaining proposals, but concurred with Mr. Parodi’s remarks concerning the third proposal, which might be more appropriately worded in its final form. He considered that Mr. Ago’s proposal to seek an advisory opinion from the International Court of Justice on two points was both a wise and a practical one, since it would enable the I.L.O. to act more quickly and with greater assurance in the event of the United Nations imposing a sanction on a delinquent Member.

Mr. Collison moved the following resolution submitted jointly by the Workers’ and the Employers’ groups:

The Governing Body of the International Labour Office decides—

(i) that the Republic of South Africa be excluded from meetings of the I.L.O. the membership of which is determined by the Governing Body,

(ii) that the Director-General be invited to provide the full co-operation of the I.L.O. in United Nations action relating to the Republic of South Africa and in the proceedings pending before the International Court of Justice relating to South West Africa, as proposed in Part III of the Director-General’s proposals.¹

Consultations had been taking place between various Employers’ and Workers’ representatives with a view to finding solutions to the problem before the Governing Body. Those solutions were incorporated in the above resolution and in two others to be moved subsequently. These superseded the resolutions previously submitted by the Employers’ and Workers’ groups independently in document D.1.

The possible action fell into two parts: (i) measures which could be taken under the I.L.O. Constitution as it now stood, and (ii) measures which involved a

¹ Draft resolution circulated to the Governing Body as document D.2.
prior amendment of the Constitution. The latter would require study by legal experts and clearly could not be taken by the Governing Body at the present session. However, the initiation of action to change the I.L.O. Constitution to enable the I.L.O. to deal with governments which practised a policy of apartheid was the object of the third resolution, and the Workers' group firmly believed that such action needed to be taken, particularly as there was no guarantee that the United Nations would in fact proceed against South Africa.

The resolution he now moved embodied the substance of the Director-General's first and third proposals. With regard to the latter, the Worker members considered that the I.L.O. had been right in the past not to intervene in political matters of this kind, but they also felt that when political policies were acutely detrimental to the interests of social justice for which the I.L.O. stood, the I.L.O. ought to be prepared to give evidence.

The Director-General's second proposal was covered in the second resolution, which would be moved by an Employers' representative. The Worker members agreed that an approach should be made to the Secretary-General of the United Nations, and possibly also to the Security Council or other appropriate body of the United Nations.

The purpose of all three resolutions was to make operative the suggestions made by the Director-General, those contained in the previous resolution submitted by the Worker members, and ideas which existed in the minds of the Employer members and some Government representatives.

Mr. Zaman asked that his proposal be made an amendment to the resolution moved by Mr. Collison, in the form of the following addition:

(iii) that all member States be requested to implement General Assembly resolution 1761 (XVII) without delay.  

The Chairman asked the movers of the resolution if they were prepared to accept this addition.

Mr. Kaplansky protested that, since the resolutions were the outcome of consultation between the groups, they could not be expected to accept amendments from the floor without having an opportunity for consideration and further consultation.

Mr. Perera said that the Employer members were in complete agreement with the resolution moved by Mr. Collison. He then moved the following resolution, submitted by the Employers' and Workers' groups:

The Governing Body of the International Labour Office invites the Chairman of the Governing Body and a representative tripartite delegation of the Governing Body and the Director-General to meet the Secretary-General of the United Nations—

(i) to acquaint him of the grave concern expressed in the Conference and Governing Body on the subject of apartheid, and

(ii) bearing in mind the close relationship that exists between membership of the United Nations and that of the International Labour Organisation, to emphasise, and seek a solution of, the problems posed by the membership of the Republic of South Africa so long as it continues to maintain its present policy;

and to hold themselves ready for consultation by the appropriate United Nations bodies.  

The resolution was substantially to the same effect as the second proposal of the Director-General, but in more definite form. The Employer members felt it desirable in the present circumstances that the I.L.O. should take some steps with the United Nations concerning the problem presented by the membership of the Republic of South Africa.

Mr. Bland moved the following resolution, mentioning that it had the support of the Employers' and Workers' groups:

The Governing Body of the International Labour Office decides to consider as an urgent matter at its next session, and taking into account such action as may be taken by the United Nations on the problem of the apartheid policy of the Republic of South Africa, the action to be taken by the I.L.O. with regard to its Constitution, Standing Orders and otherwise in order to deal with a member State—

(i) in respect of whose membership of the United Nations a decision has been taken by that body, and/or

(ii) whose Government is found to be persistently, deliberately and flagrantly pursuing policies which violate the fundamental principles of the I.L.O.

with a view to placing the question on the agenda of the 48th Session of the International Labour Conference.

There appeared to be general agreement that the problem of possible amendments to the Constitution and Standing Orders (including the credentials procedure) could not be dealt with before the 157th Session. Various possible situations should be taken into consideration: a decision to impose sanctions might be taken by the United Nations on an issue having no bearing on the I.L.O.'s sphere of activity, and conversely the United Nations might take no action where the I.L.O. considered that action was called for, as indeed might occur in the present case. It was premature to forecast the outcome of the discussion in November, but placing the subject on the agenda for that session would provide time for mature consideration of the whole issue.

Mr. ben Ezzedine, speaking to a point of order, remarked that the Workers' group as a whole had not deliberated on these resolutions, and intimated that he had misgivings regarding the resolution moved by Mr. Bland. In the interests of group unity he requested a short adjournment to enable the Worker members to have an exchange of views, so that he would not be obliged to express a different opinion from that of his group.

Mr. Waline asked that any other amendments which members might have should be given at that stage, to avoid the necessity for repeated adjournments.

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1 Circulated to the Governing Body as document D.4.
2 Circulated to the Governing Body as document D.3.
3 Circulated to the Governing Body as document D.5.
Mr. ben Ezzedine indicated that he would like the last resolution amended to refer only to States practising policies of apartheid, and to place an item on the amendment of the Constitution and Standing Orders to permit the temporary or permanent exclusion of such States on the agenda of the 48th Session of the Conference.

Mr. Mori proposed that subparagraph (ii) of the resolution should refer explicitly to "apartheid policies", as otherwise it would lead to difficulties.

Mr. Ago, commenting on the first resolution, said it would be ill-advised for the I.L.O. to suggest "co-operating" with the International Court of Justice in the pending proceedings. The Director-General should merely be instructed to place himself at the Court's disposal to supply any information it might request.

He was most surprised at the submission of the third resolution, which had been framed without any consultation with the Chairman or outgoing Chairman, with the majority of Government representatives or even with the Chairman of the Government group. It was a retrograde step, amounting only to a postponement until November, with the loss of precious time in which, for instance, the consultative opinion of the International Court of Justice might be solicited. It was also surprising that a resolution applying indiscriminately to any State which persistently pursued policies violating the fundamental principles of the I.L.O. should have the support of the Workers' group, whose leader earlier in the debate had definitely rejected the idea of a constitutional amendment permitting a State that committed any breach whatsoever of fundamental I.L.O. principles to be expelled.

Mr. Nasr said that the proposals in the second and especially the third resolution did not represent the unanimous opinion of the Employers' group.

Mr. Faupl requested that the motion for an adjournment be put to the vote.

After an inquiry by Mr. Borisov, Mr. Akrouf proposed that a night sitting be held.

The proposal to hold a night sitting was rejected by 15 votes to 25, with 2 abstentions.

Mr. Parodi suggested that before the sitting was adjourned it would be useful to hear and reflect on Mr. Akrouf's comments.

Mr. Akrouf said that after the clear proposals he had presented on behalf of the African and Arab Government representatives he had not expected a lengthy debate. A choice had to be made between 32 African countries which respected human rights and freedoms, and the Republic of South Africa, which violated those rights and freedoms every day.

The African and Arab Governments had accepted the first three proposals of the Director-General, and agreed with the principles and the substance of the first and second resolutions, although they were not wholly satisfied with the wording. They could not accept the resolution moved by Mr. Bland. The Director-General's proposal to the African group at the Conference had been clear, namely that the Governing Body should decide to place on the agenda of the 48th Session of the Conference the question of an amendment to the Constitution with a view to the exclusion of South Africa.

Mr. Mori proposed that the discussion be adjourned until the following morning, and announced that the Workers' group would meet forthwith.

It was so decided.

The sitting closed at 8.15 p.m.

E. Calderón Puig.
MINUTES OF THE THIRD SITTING
(Saturday, 29 June 1963—10.45 a.m.)

The Governing Body was composed as follows:

Chairman: Mr. Calderón Puig.

Mr. Agüero, Mr. Ahmed, Mr. Akrouf, Mr. Aoki, Mr. Bagdelleh, Mr. Barboza-Carneiro, Mr. Bergenström, Mr. Bland, Mr. Borha, Mr. Borisov, Mr. Campanella, Mr. Chajn, Mr. Cheng, Mr. Claussen, Mr. De Bock, Mr. Denise, Mr. Desmaison, Mr. Ben Ezzedine, Mr. Hernández, Mr. Kaplan, Mr. Keita, Mr. Mainwaring, Mr. Meye, Mr. Michev, Mr. Monk, Mr. Möbius, Mr. Nasri, Mr. Ofurum, Mr. Padovani, Sais, S. Pongault, Mr. Rahman, Mr. Rian, Mr. Rifaat, Mr. de Santiago López, Mr. Shita, Mr. Slater, Mr. Storti, Mr. Tata, Mr. Végh-Garzón, Mr. Wahid, Mr. Wajid Ali, Mr. Waline, Mr. Weaver, Mr. Wilson, Mr. Zaman.

Absent: Mr. Alvarado, Mr. Letts.

Sixth Item on the Agenda

Questions Arising out of the 47th (1963) Session of the International Labour Conference (concl.)

Question of South Africa (concl.).

Mr. Kaplan said that the Workers’ group had adopted a unanimous decision on draft resolutions D.2, D.3 and D.4. It supported draft resolution D.2, subject to the amendment proposed by the Indian Government representative, the effect of which would be to add the following paragraph:

(iii) that all member States be requested to implement General Assembly resolution 1761 (XVII) without delay.

Moreover, the Workers’ group was in favour of draft resolution D.3. However, it suggested that, for the sake of clarity, paragraph (ii) should be reworded as follows:

(ii) Bearing in mind the close relationship that exists between membership of the United Nations and that of the International Labour Organisation, to emphasise the proposals made for consideration of the United Nations and that of the International Labour Organisation, to emphasise the proposals made by the membership of the Republic of South Africa so long as it continues to maintain its present policy and to seek a solution of these problems within the framework of each organisation.

On the other hand, the Workers’ group could not support draft resolution D.4 and had decided to return to resolution D.1. However, since most of the suggestions in the operative part of D.1 were contained in D.2 and D.3, the Workers’ group now moved a new draft resolution reading as follows:

The Governing Body of the International Labour Office decides to consider as an urgent matter at its next session such amendments to the Constitution and/or Standing Orders as might be necessary in order to achieve the objectives of the 1961 resolution on the apartheid policy of the Republic of South Africa, with a view to placing on the agenda of the 48th Session of the International Labour Conference consideration and adoption of such changes.¹

The Workers’ group hoped that it had thus helped the Governing Body in taking a decision at the present session which would enable the Director-General to take whatever action was possible immediately, and the Governing Body to place on the agenda of the 157th Session the question of amendments to the Constitution and Standing Orders.

Mr. Akrouf congratulated the Workers’ group for having submitted positive proposals. With reference to a statement which he had made at the previous sitting and which appeared to have been misinterpreted or misunderstood, he had meant to say that the Governing Body, by taking an uncompromising stand against apartheid, had committed itself to a choice between 32 African States and the Republic of South Africa, whose presence was incompatible with that of the aforementioned States.

In a spirit of conciliation and co-operation the African group supported draft resolutions D.2, D.3 and D.6 subject to certain reservations concerning their wording.

Mr. Slater stated that the United Kingdom Government could well understand the sentiments underlying draft resolution D.2. It was quite natural that any society should try to get rid of an unwanted member. However, most societies had rules and, in international organisations, universality was the principle to be followed. Universality had been mentioned many times over the years in the I.L.O., but on this occasion those who had subscribed most heartily to the idea of universality had nevertheless said that in certain circumstances that principle should no longer be followed.

The United Kingdom Government could not accept that. It was stated in paragraph 6 of the Director-General’s paper that “while any arbitrary exercise of the power [to exclude a Member of the Organisation from a wide range of I.L.O. meetings] would clearly be open to grave objections of policy and of questionable legality, it may well be widely felt that the circumstances which have now arisen are both so exceptional in character and so repugnant to the moral sense as to justify the Governing Body in taking emergency measures to debar South Africa...”. There was, of course, no question as to the United Kingdom Government’s attitude towards apartheid, but the problem of apartheid should not be confused with that of action to be taken regarding a State which practised that policy. The Governing Body had not in fact been able to know the sense of

¹ Circulated to the Governing Body as document D.6.
The Conference and what might be done regarding the membership of South Africa. The United Kingdom Government therefore considered the provisions of draft resolution D.2 unacceptable. It might be expedient to prevent the Republic of South Africa from attending the Iron and Steel Committee session in August and other meetings to be held before the next session of the Conference. However, a very undesirable precedent would be established if any State, while still a Member of the Organisation, were to be excluded from certain of its activities. If the Governing Body were to take such action, he suggested that no steps should be taken for the time being to fill the vacancy in the Iron and Steel Committee—in other words, that no change should be made in the present composition of the Committee.

The speaker shared the preoccupations of the movers of draft resolution D.3. He had, however, some difficulty with respect to paragraph (ii), which clearly suggested that the steps proposed would involve immediate consideration of the problem of the membership of the Republic of South Africa in the I.L.O. and thereby prejudge the issue until such time as it was discussed at the 157th Session of the Governing Body. In consequence he would abstain on this resolution.

Finally, draft resolution D.6 mentioned the objectives of the 1961 resolution concerning the policy of apartheid, on which the United Kingdom Government had found it necessary to abstain. Since it was clearly indicated in the resolution that certain action was contemplated without any real discussion of the matter at the present stage, the United Kingdom Government would again have to abstain.

Concerning the amendment to draft resolution D.2 submitted by the Government representative of India, he strongly doubted whether it was proper for the Governing Body to communicate with all members to which the amendment could be a United Nations resolution. A further point was that, while he understood Mr. Zaman’s concern at the fact that many member States which had voted for the General Assembly resolution had done nothing about it, he would have to oppose the amendment since his Government had found itself unable to accept that part of the resolution which related to sanctions.

Mr. Zaman had moved his amendment on specific instructions from his Government. Its purpose was to mobilise world opinion in favour of the General Assembly resolution. It was necessary that the popular forces—employers, workers and so on—should see to it that the resolution was implemented without delay. He did not agree that this was purely a General Assembly matter. It was an issue with deep social implications, in which the I.L.O. should see to it that the resolution was implemented. He hoped that everyone present would support his amendment.

Mr. Parodi considered that Mr. Zaman’s amendment would place the Governing Body in a rather difficult position. It was not for the I.L.O. to tell governments that they should break off diplomatic relations with the Republic of South Africa or close their ports to certain vessels. The United Nations General Assembly, as a political body, was free to adopt certain resolutions, but the Governing Body, were it to adopt a amendment covered in a United Nations resolution. A further point was that, while he understood Mr. Zaman’s concern at the fact that many member States which had voted for the General Assembly resolution had done nothing about it, he would have to oppose the amendment since his Government had found itself unable to accept that part of the resolution which related to sanctions.

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Mr. Barbosa-Carneiro wondered if it was for a specialised body to invite member States to implement a decision of the United Nations General Assembly which applied to the Members of the United Nations. Some Members of the I.L.O. were not in fact Members of the United Nations.

Moreover, he asked whether draft resolution D.6 invalidated the three proposals contained in the Office document, since it did not include certain proposals which he had accepted on behalf of his Government.

Mr. Kaplanosky said that draft resolution D.6 did not invalidate these proposals but merely supplemented them. Resolutions D.2 and D.3 covered points (a), (b) and (c) of the Director-General’s proposals, but the Workers’ group felt that those proposals should also be supplemented in the manner proposed in draft resolution D.6.

Mr. Ago was prepared to accept draft resolutions D.2 and D.3 subject to certain drafting changes. Together with Mr. Parodi he had introduced an amendment to draft resolution D.2, aimed at eliminating the reference in D.2 to I.L.O. “co-operation” in proceedings pending before the International Court of Justice. Paragraph (ii) of draft resolution D.2 would then read:

(ii) that the Director-General be invited to provide the full co-operation of the I.L.O. in United Nations action relating to the Republic of South Africa and place himself at the disposal of the International Court of Justice to supply any information which the Court might request of the I.L.O. in relation to the pending proceedings relating to South West Africa.

So far as draft resolution D.3 was concerned, it was for the Director-General to communicate with the Secretary-General of the United Nations, although the Director-General might do this in agreement with the Governing Body and with the assistance of a tripartite Governing Body delegation. Together with Mr. Parodi he accordingly moved an amendment to draft resolution D.3, the purport of which was to reword its introductory paragraph as follows:

The Governing Body of the International Labour Office invites the Director-General, accompanied by a tripartite delegation of the Governing Body, to meet the Secretary-General of the United Nations—.

Thus the meeting of the two organisations would take place at the same, i.e. the executive, level.

He was disturbed by the indication in the draft amendment moved by Mr. Kaplanosky at the beginning of the sitting that a solution to the problems arising out of the membership of the Republic of South Africa should be sought “within the framework of each organisation”. The initial aim should be to determine a common course of action, failing which each organisation could then proceed independently. He therefore suggested that the last words in paragraph (ii) should read as follows:

... so long as it continues to maintain its present policy, and to seek jointly a solution of these problems.

He regretted that draft resolution D.6 left out of account the Director-General’s efforts to find a speedy solution to the problem, apart from the

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1 Circulated to the Governing Body as document D.8.
2 Circulated to the Governing Body as document D.9.
possibility of a constitutional amendment. He could, however, accept it on the understanding that the Governing Body at its 157th Session would not overlook possible short-term solutions such as would enable the Conference at its next session to settle the question without having to wait for the adoption of a constitutional amendment. He could not, in any case, accept an amendment to the Constitution whereby any country guilty of any kind of violation could be excluded from the Organisation.

Finally, he urged, as previous speakers had done, that Mr. Zaman's amendment to the first resolution should not be pressed. It would seem odd for the I.L.O. to appeal to member States to implement an earlier text adopted by another organisation. It might be sufficient to decide that the Director-General and the Governing Body delegation should inform the Secretary-General of the United Nations of the Governing Body's desire that more should be done to achieve the purposes of the 1961 resolution. This would quite properly leave ultimate responsibility in the matter with the United Nations.

Mr. Waline, on behalf of the Employers' group, moved an amendment to draft resolution D.6. The Employers assumed that, following the submission of this resolution, Mr. Bland would be prepared to withdraw his draft resolution, which the Workers' group had supported. The immediate problem facing the I.L.O. was, of course, that of apartheid, but the Employers felt certain that States other than the Republic of South Africa were violating other fundamental I.L.O. principles. Apartheid itself was an extremely broad problem, with which other international organisations were concerned. There were, however, a number of principles which were primarily the concern of the I.L.O., which were embodied in its Constitution, and which States joining the Organisation undertook to observe. The Governing Body would fail in its duty were it not to envisage other cases of equally direct and possibly more specific concern to it, in respect of which the I.L.O. should also have the possibility of putting its own house in order. Taking draft resolution D.6 as their basis the Employers had therefore submitted the following draft resolution, the effect of which would be to make the text read as follows:

The Governing Body of the International Labour Office decides to consider as an urgent matter at its next session such amendments to the Constitution and/or Standing Orders as might be necessary—

(a) to achieve the objectives of the 1961 resolution on the apartheid policy of the Republic of South Africa;

(b) to deal with a member State whose government is found to be persistently, deliberately and flagrantly pursuing policies which violate the fundamental principles of the I.L.O.

with a view to placing on the agenda of the 48th Session of the International Labour Conference consideration and adoption of such amendments.1

Sir George Pollock opposed Mr. Zaman's amendment which, in his view, had nothing to do with the I.L.O. On the other hand, he fully supported draft resolutions D.2 and D.3, which he would have liked to be even stronger. Draft resolution D.6 was actually the strongest text, and he would give it his support should D.7 be defeated.

While he was in favour of universality, he did not take universality to mean that any State could be admitted and, having been admitted, do what it liked. Membership of the I.L.O. conferred great benefits, but the responsibilities and obligations were correspondingly heavy. In order to be healthy and vigorous an organisation must be able to put its own house in order; it should have its own rules which members should be expected to observe. If they did not observe them, then there should be some sanctions against those members. The rules should be enforced, and they should be clearly written so that everybody could understand them. The immediate question now facing the I.L.O. was that of apartheid, and amendment D.7, as proposed by the Employers' group, in no way sought to complicate that issue or to wrap it up with something else; it left untouched draft resolution D.6 as submitted by the Workers' group. It did, however, go further. The manner in which the issue of apartheid had arisen should be regarded as a warning, but also as an opportunity for forward-looking action to deal with future cases in which some other nation might persistently, deliberately and flagrantly pursue policies inconsistent with the ideals of the Organisation.

Mr. Zaman, noting that his amendment D.5 had met with some opposition, moved a new amendment 1 which would consist of inserting the following preamble in draft resolution D.2:

Recalling the 1961 resolution of the International Labour Conference,

Noting resolution 1761 (XVII) of the General Assembly of the United Nations.....

He pointed out that, although Mr. Ago and Mr. Parodi had said that the United Nations resolution had nothing to do with the I.L.O., they themselves had proposed that the Director-General should provide the full co-operation of the I.L.O. in United Nations action relating to South Africa.

Mr. Bland pointed out that the draft resolution he had submitted had originally received the support of the Employer and Worker members. Since it was now clear that their groups wanted a different approach, he withdrew it.

Mr. Nasr supported draft resolutions D.2, D.3 and D.6, and also amendment D.7, on the understanding that if the latter were defeated he would vote in favour of D.6. He was also prepared to accept amendment D.8, but he could not support Mr. Zaman's amendment, since the Employers' representatives, in his view, were in no way concerned with the political question to which that amendment referred.

In reply to a question by the Chairman, Mr. Kaplan said that the Workers' group withdrew its original draft resolution. He added that the group accepted amendment D.10 and thanked Mr. Zaman for having facilitated the discussion by withdrawing D.5.

Mr. Weaver said that the United States Government found itself in a position similar to that described by Mr. Slater in regard to draft resolution

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1 Circulated to the Governing Body as document D.7.

1 Circulated to the Governing Body as document D.10.
D.2 and the accompanying amendments. The whole problem of 
apartheid was one which the entire United Nations family, and not only the I.L.O., 
would have to deal with. So far, the I.L.O. had followed the practice of accepting guidance on 
political issues from the United Nations. While the 
United States Government sincerely accepted the 
followed the practice of accepting guidance on 
Africa.

because it believed that the solution to the problem 
apartheid had ever known. The system of 
carried 
which had led to the 
failure to deal with just such a threat in the thirties 
squaring that principle with the problem posed by 
principle of universality, it recognised the need for 
squaring with it the seeds of the same kind of destructive 
course of events.

However, the United States Government would 
find it necessary to vote against resolution D.2 because it believed that the solution to the problem 
must be found in the United Nations. It was, of 
course, an easy matter for the Governing Body to 
exclude South Africa from I.L.O. meetings, since it 
was the Governing Body which selected the 
participants; but at the same time participation in 
I.L.O. meetings was a privilege open equally to all 
Members of the Organisation.

Nor could he vote in favour of draft resolution 
D.3 and the accompanying amendments. Without 
denying the merits of the proposal contained in 
that resolution, he thought that governments had a 
responsibility to seek a solution to the problem 
in the United Nations, of which all were Members.

Mr. Bland said that the Australian Government 
could not accept paragraph (i) of draft resolution 
D.2 for the reasons indicated by Mr. Slater and 
Mr. Weaver. So far as paragraph (ii) was concerned, 
he could accept that paragraph, as amended by 
document D.8, provided that the words “as 
proposed in Part III of the Director-General’s proposals” 
were reinserted after the words “Republic of South 
Africa”.

Mr. Mainwaring said that the Canadian Government 
concurred with the position of the 
Governments of the United Kingdom, the United States 
and Australia on resolution D.2. While he condemned 
apartheid, he hoped that a solution to the problem 
might be found in other ways than by excluding 
South Africa from the Organisation, which he did 
not think would achieve the objective of changing 
the policy of the South African Government. The 
proposal contained in draft resolution D.2 was 
promature, and it would have been preferable to wait for 
guidance from the United Nations General Assembly. 
He would therefore have to oppose the resolution.

Mr. Rahman was surprised that questions of 
principle should be discussed in terms of groups. Such questions should be dealt with by the Governing 
Body as a whole. One nation had disregarded the 
fundamental principles of the I.L.O., and it was for the Governing Body to act jointly in dealing with the situation.

He supported the draft resolutions contained in 
documents D.2, D.3 and D.6, and if amendment D.7 
was accepted by the Workers, he would also support 
that text. The I.L.O. was an independent organisation, and while in certain matters it might look to the United Nations for guidance, this did not apply to such vital issues as that with which it was currently concerned.

He regretted that amendments to the various 
draft resolutions should have been submitted in such 
rapid succession. He asked that in the future time 
limits should be laid down for the submission of amend­mends to resolutions, so that members of the Governing 
Body might have sufficient time to consider them.

Mr. Ago indicated that the words “as proposed in 
Part III of the Director-General’s proposals”, which 
appeared in draft resolution D.2, had been omitted by 
imistake in amendment D.8 and should be reinserted 
there after the words “Republic of South 
Africa.”.

Mr. Mori pointed out that the I.L.O.’s tripartite 
structure was one of its essential characteristics and 
that it was only normal that the Employers’ and 
Workers’ groups, which were integral parts of the 
Organisation, should consider problems each within 
its own framework. It was thanks to that tripartite 
structure that the Governing Body now had before 
it a specific proposal designed to protect the various 
I.L.O. bodies from the difficulties which had beset 
the International Labour Conference. He was there­fore surprised at the misgivings expressed by some 
of the Government members concerning paragraph (i) 
of draft resolution D.2. It was essential that the 
Governing Body should use the means at its disposal 
to discipline a member State which disregarded its 
constitutional obligations.

The Chairman, while agreeing that, from a 
procedural point of view, it was perhaps not very satisfactory for amendments to be submitted at the last minute, pointed out that the Governing Body was faced with an extremely serious situation which required urgent action.

Mr. Cheng stated that the Government of China 
would support draft resolution D.3 and draft resolu­tion D.6 as amended by D.7.

With respect to draft resolution D.2, he would 
vote for the deletion of paragraph (i), since he con­sidered that a country which was a Member was 
enabled to avail itself of all the privileges of membership. If 
paragraph (i) was adopted, he would have to abstain on D.2 as a whole; otherwise he could support it.

Finally, he thanked Mr. Zaman for having with­drawn amendment D.5 and having proposed in its place 
resolution D.10, the effect of which was merely to introduce a preamble in resolution D.2.

Mr. Kaplansky, for the Workers’ group, supported 
amendments D.8 and D.10.

By 38 votes to 0, with 7 abstentions, the Governing 
Body adopted amendment D.10 to draft resolution D.2.

By 39 votes to 5, with 2 abstentions, the Governing 
Body adopted paragraph (i) of draft resolution D.2.

By 39 votes to 0, with 5 abstentions, the Governing 
Body adopted paragraph (ii) as amended by D.8.

By 38 votes to 4, with 3 abstentions, the Governing 
Body adopted the entire draft resolution, reading as 
follows:

The Governing Body of the International Labour Office, 
Recalling the 1961 resolution of the International Labour 
Conference, 
Noting resolution 1761 (XVII) of the General Assembly of the United Nations, 
Decides—

(i) that the Republic of South Africa be excluded from 
meetings of the I.L.O. the membership of which is 
determined by the Governing Body,
(ii) that the Director-General be invited to provide the full co-operation of the I.L.O. in United Nations action relating to the Republic of South Africa as proposed in Part III of the Director-General's proposals and place himself at the disposal of the International Court of Justice to supply any information which the Court might request of the I.L.O. in relation to the pending proceedings relating to South West Africa.

The Chairman proposed that the Governing Body should proceed with the examination of draft resolution D.3 with the accompanying amendments.

Mr. ben Ezzedine, noting that Mr. Ago had drawn the attention of the Workers' group to the need for seeking a joint solution in consultation with the United Nations, and that the Workers' group was concerned with safeguarding the independence of the I.L.O., proposed, following consultations with Mr. Ago and Mr. Parodi, that the end of paragraph (ii) of the draft resolution, as amended, should read as follows: "and jointly seek a solution appropriate to each organisation."

Mr. Bland said that, if the proposed consultations were to take place between the Director-General of the I.L.O. and the Secretary-General of the United Nations, he did not see why the Director-General should be accompanied by a tripartite Governing Body delegation.

Mr. Kaplansky indicated that the Workers' group was in favour of the amendment to the introductory paragraph of draft resolution D.3 proposed in document D.9. In the past the Director-General had on certain occasions been accompanied by a tripartite Governing Body delegation. Moreover, it was specified at the end of draft resolution D.3 that the Director-General should hold himself ready for consultation by the appropriate United Nations bodies. That presupposed that there might be meetings other than that with the Secretary-General.

The Director-General added that it was on his own initiative that the suggestion had been made that he should be accompanied by a tripartite Governing Body delegation. Such an arrangement had been found helpful in other exceptional situations.

He informed the Governing Body that he would meet the Secretary-General of the United Nations on 8 July; that meeting had been fixed some time earlier with a view to the discussion of various other matters. He would on that occasion, if the Governing Body decided to proceed with the examination of draft resolution D.3, inform the Secretary-General of all the decisions taken by the Governing Body in relation to the Republic of South Africa. It would therefore be desirable for the members of the delegation that might subsequently be constituted to be prepared, if necessary, to be in attendance for the discussion, should it be decided to discuss the question as a matter of urgency.

The Chairman asked the Governing Body to vote on draft resolution D.3 as amended by D.9, subject to the further change in paragraph (ii) just proposed by Mr. ben Ezzedine.

By 42 votes to 0, with 3 abstentions, the Governing Body adopted the following resolution:

The Governing Body of the International Labour Office invites the Director-General, accompanied by a tripartite delegation of the Governing Body, to meet the Secretary-General of the United Nations—

(i) to acquaint him of the grave concern expressed in the Conference and Governing Body on the subject of apartheid, and

(ii) bearing in mind the close relationship that exists between membership of the United Nations and that of the International Labour Organisation, to emphasise, and jointly seek a solution appropriate to each organisation of, the problems posed by the membership of the Republic of South Africa so long as it continues to maintain its present policy;

and to hold themselves ready for consultation by the appropriate United Nations bodies.

The Chairman proposed that the Governing Body should examine draft resolution D.6, as amended by D.7.

Mr. Bland suggested that the words "and any other action within the competence of the I.L.O." should be inserted in the third line of resolution D.6 after the words "Standing Orders".

Mr. Borisov intended to vote against amendment D.7, which merely befogged the issue and diverted attention from the real problem, which was a perfectly clear one: namely the adoption of effective measures with regard to the Republic of South Africa.

Mr. Zaman appealed to the Employers' group to withdraw amendment D.7, in view of the suspicion which it had aroused in some members of the Governing Body. Whatever merits the amendment might have, this did not seem the proper time to press it.

Mr. Parodi said that he would vote without hesitation against amendment D.7. The Governing Body was concerned with a well-defined issue, and it would be wise to concentrate on that issue rather than to adopt a formula so broad as to endanger the very principle of the universality of the Organisation.

Mr. Waline said that it was not the intention of the Employers, in introducing amendment D.7, to hinder I.L.O. action on the specific issue of apartheid. He himself was prepared to vote in favour of resolution D.6 even if amendment D.7 was defeated. If, however, the aim was to preserve the principle of universality, then the universality of all I.L.O. principles should also be borne in mind. Other countries might find themselves in the same position as the Republic of South Africa in connection with other principles, and it would be preferable to give this possibility some thought so that timely action could be taken should the need therefor arise.

Mr. Kaplansky said that the Workers' group had decided to vote against amendment D.7. While many of its members saw the merit of the proposal, this was not the time to consider an amendment of this kind. During the discussion on the resolution asking for the withdrawal of the Republic of South Africa from the I.L.O. at the 45th (1961) Session of the Conference, the Workers' spokesman had drawn attention to the difference between the case of South Africa and that of other offenders against the principles of the I.L.O. and the United Nations. Not only did South Africa violate the principles and the Constitution of the I.L.O., but it did not deny that it was doing so; indeed, it insisted that it was pursuing the right course.

As to the proposal just submitted by Mr. Bland, he was prepared to vote for it. The other members of the group would have to vote according to their consciences.
Mr. Akrouf, while he did not fully understand the meaning of amendment D.7, understood its implications and would vote unhesitatingly against it. He would, however, vote in favour of Mr. Bland's proposal, which strengthened resolution D.6.

By 15 votes to 25, with 5 abstentions, the Governing Body rejected amendment D.7.

By 42 votes to 0, with 3 abstentions, the Governing Body adopted the amendment proposed by Mr. Bland.

By 39 votes to 0, with 5 abstentions, the Governing Body adopted draft resolution D.6 as amended, reading as follows:

The Governing Body of the International Labour Office decides to consider as an urgent matter at its next session such amendments to the Constitution and/or Standing Orders and any other action within the competence of the I.L.O. as might be necessary in order to achieve the objectives of the 1961 resolution on the apartheid policy of the Republic of South Africa, with a view to placing on the agenda of the 48th Session of the International Labour Conference consideration and adoption of such changes.

Mr. Fennema said that he had asked to speak before the vote on the final text and pointed out that amendment D.7 submitted by the Employers' group also involved changing the last word in amendment D.6 from "changes" to "amendments". This would have improved the text.

The Chairman pointed out that the voting had already begun when Mr. Fennema had asked to speak, and that the debate could not be resumed.

Mr. Zaman said that, when he had referred to the suspicion aroused by amendment D.7 in some members of the Governing Body, he had not wished to imply that the Employers' group were in any way ill-disposed towards the draft resolution.

Mr. Borisov considered that the tripartite delegation, which, under the second resolution adopted by the Governing Body, was to accompany the Director-General, should include at least one representative of the African countries. He proposed that a representative of Mali should be a member of the delegation.

The Chairman pointed out that it was for the groups to appoint their representatives and suggested a brief recess to enable them to do so.

Mr. Waline suggested that the Governing Body should first of all fix the size of the delegation.

Mr. Mörri asked the Director-General to communicate as rapidly as possible the text of the resolutions adopted to members of the Governing Body, including, if possible, the results of the voting.

The Director-General, in reply to a question by Mr. Waline, stated that he would be meeting the Secretary-General of the United Nations in Geneva.

Mr. Weaver proposed that the tripartite delegation should include the Officers of the Governing Body plus one member of each group. This would ensure the widest geographical distribution while keeping the size of the delegation within reasonable limits.

Mr. Kaplansky took it that the Director-General's meeting with the Secretary-General of the United Nations on 8 July would be in connection with the latter's visit to Geneva on the occasion of the forthcoming session of the Economic and Social Council. It would not, therefore, have the type of demonstrative character which the Governing Body had in mind. He accordingly suggested that the meeting should be considered as a continuation of the contact which the Director-General had maintained with the Secretary-General since the beginning of the crisis arising out of the question of apartheid, but that the resolution adopted by the Governing Body should be taken as referring specifically to a meeting between the Director-General and the Secretary-General at United Nations headquarters in New York.

The Director-General confirmed that his meeting with the Secretary-General of the United Nations on 8 July would also concern matters other than apartheid, and said that the time available would be limited. He added that, even in the absence of a tripartite delegation, he would have discussed that problem with the Secretary-General. In the circumstances, it might well be that the Secretary-General himself would find it more convenient to have a separate meeting on the subject with the tripartite delegation, although it was not possible to prejudge his intentions. Perhaps, therefore, the approach suggested by Mr. Kaplansky would be the wiser course.

Mr. Mörri proposed that the Governing Body delegation should include two members from each group in addition to the Officers.

Mr. Borisov said that, if the expenses of the tripartite delegation were to be charged to the I.L.O. budget, he would support Mr. Weaver's proposal. The task to be performed was a perfectly straightforward one, and there was no need for a large delegation.

The Chairman confirmed that the delegation's travelling expenses would be covered by the I.L.O. budget. He asked Mr. Mörri whether he wished to press his proposal.

Mr. Mörri said that, in view of the wish which had been expressed that the delegation should include African members, his proposal would facilitate the delegation's appointment, and he therefore maintained it.

By 24 votes to 16, with 1 abstention, the Governing Body decided that the tripartite Governing Body delegation which would accompany the Director-General at his meeting with the Secretary-General of the United Nations would consist of the Officers of the Governing Body plus two members of each group.

The Chairman indicated that the cost of a delegation composed in such a manner would be about $15,300.

Mr. Bland said that, as the representative of a government which thought that the I.L.O. should behave responsibly, he would be inclined to vote against such a large credit. In his view, such a decision would be an act of utter irresponsibility.

Mr. Kaplansky said that, although Mr. Bland represented the Government of Australia, it was the citizens of Australia, whom the Workers' group
represented, who paid the money. Mr. Bland’s reference to “utter irresponsibility” was quite unacceptable. A representative Governing Body delegation, representing all three groups and the African continent as well, if it could effectively impress upon the Secretary-General and other appropriate agencies of the United Nations the true nature of the constitutional problems which faced the I.L.O., would do the organisation a real service.

The Director-General informed the Governing Body that the figure of $15,300 was calculated to cover the expenses of a nine-man delegation for a period of six days. It was likely, however, that the mission could be completed within a shorter time. He would re-examine the estimates with the Treasurer during the recess and would report back to the Governing Body.

Mr. Mainwaring thanked the Director-General for his explanation. He pointed out that, while the Employers’ and Workers’ groups had voted in favour of a nine-man delegation, not a single government had done so.

Mr. Bland pointed out that the decision just taken was not only that the delegation should meet the Secretary-General, but that it should hold itself available for consultation by the appropriate agencies of the United Nations. He asked whether this meant that the delegation might have to remain in New York for an indefinite period.

The sitting adjourned from 1.20 to 1.40 p.m.

On the proposal of the three groups, the Governing Body appointed its tripartite delegation to accompany the Director-General at his meeting with the Secretary-General of the United Nations as follows:

Government group:
- The Chairman of the Governing Body.
- Mr. RAHMAN (Pakistan).
- Mr. AKROUF (Algeria) (substitute: Mr. KEITA (Mali)).

Employers’ group:
- Mr. WALINE (Vice-Chairman of the Governing Body).
- Mr. RIFAAT (substitute: Mr. OFURUM).
- Mr. TATA (substitute: Mr. ROBINSON).

Workers’ group:
- Mr. MORI (Vice-Chairman of the Governing Body).
- Mr. KAPLANSKY.
- Mr. BEN EZZEDINE.

Substitute: Mr. BORHA.

The Chairman indicated that the Government members had been appointed in their personal capacities.

Mr. Waline informed the Governing Body that, should he be unable to attend, he would ask the Officers of the Governing Body to accept another Employer member in his place.

Mr. Borisov had expected, after Mr. Kaplansky’s statement, that the Worker members would nominate two African representatives.

The Director-General proposed that the expenses of the tripartite delegation should be financed by means of a supplementary credit of $15,000, on the understanding that this was an upper limit and that governments would be charged only for the amount actually expended.

The dates of the meeting would probably be fixed some time in the latter part of July in order that the meeting might be co-ordinated with that of the Security Council, which would probably also take place at that time.

The Governing Body decided that the expenditure to be incurred under sub-item 1.51 (Delegations of the Governing Body) of the 1963 budget for sending a tripartite Governing Body delegation to New York with the Director-General, estimated at $15,000, should be financed from savings within the 1963 budget, 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.

SECOND ITEM ON THE AGENDA
Appointment of Governing Body Committees and Appointment of Governing Body Representatives on Various Bodies (concl.)

Appointment of Governing Body Committees (concl.)
Building Subcommittee.

The Chairman pointed out that the composition of the Building Subcommittee should normally have been approved by the Financial and Administrative Committee, but that in view of the late hour it might be desirable for the Governing Body to approve it directly.

On the proposal of the groups concerned, the Governing Body appointed the Building Subcommittee of the Financial and Administrative Committee as follows:

Government group:
- Federal Republic of Germany.
- India.
- Italy.
- United Kingdom.
- United States.
- Venezuela.

Employers’ group:
- Mr. BERGENSTRÖM.
- Sir Lewis BURNE.
- Mr. KUNTSCHEN.

Substitute: Mr. VÉGH-GARZÓN.

Workers’ group:
- Mr. BOTHERAU.
- Mr. COLLISON.
- Mr. PAUPL.

Committee on the Amendment of Article 35 of the Constitution (concl.).

On the proposal of the Workers’ group, the Governing Body completed the composition of the Committee on the Amendment of Article 35 of the Constitution by appointing the following members:

1 See above, first sitting, pp. 4-9.
Workers' group:
Mr. Kaplansky.
Mr. De Bock.
Mr. Borha.
Mr. Sánchez Madariaga.
Substitutes: Mr. Ahmad.
Mr. Nielsen.

NINTH ITEM ON THE AGENDA

Date and Place of the 157th Session of the Governing Body (concl.)

Mr. Bergenström asked whether it would be possible to postpone the meeting of the Working Party to Consider the Report on the External Survey of the Organisation and Structure of the Office until 20 August so that members of the Working Party might have time to consider the report, which would not be circulated before the end of July.

See above, first and second sittings, pp. 11-12 and 13.

Mr. Mori, pointing out that some of the Worker members had made arrangements to be present on the dates originally proposed, namely 13 to 15 August, said that the Workers' group would be unable to agree to any change in those dates.

Mr. Bergenström, while he did not press his suggestion, thought that two weeks would not be time enough in which to study such an important document.

CLOSING OF THE SESSION

The Chairman stated that the decisions taken during the session were of historical significance for the I.L.O. He hoped that they would strengthen the Organisation and that they would be applied with due regard to the need for complying with the principles of the Constitution. He thanked all the members of the Governing Body for their co-operation, which had enabled the debates to reach a happy conclusion.

The session was declared closed at 1.55 p.m.

E. Calderón Puig.
APPENDICES

APPENDIX I

Agenda

1. Election of Officers for 1963-64.
5. Composition of committees and of various meetings.
8. Programme of meetings.

Appendices II to X reproduce the documents submitted to the Governing Body on the above agenda items.
First Item on the Agenda: Election of Officers for 1963-64

APPENDIX II

1. At the first sitting of its 156th Session the Governing Body will be required to elect its Officers in accordance with the following provisions of article 1 of its Standing Orders.

**Article 1**

**Officers**

1. The Officers shall consist of a Chairman and two Vice-Chairmen chosen one from each of the three groups. Only regular members of the Governing Body may be elected Officers.

2. The Officers shall be elected at a sitting of the Governing Body held at the close of the annual session of the International Labour Conference and shall hold office from their election until the election of their successors. In a year in which Governing Body elections take place the Chairman shall be elected at the first meeting of the Governing Body following the election of members of the Governing Body.

3. The Chairman shall not become re-eligible until three years after he ceases to hold office.

2. For the convenience of members of the Governing Body a list of former Chairmen is given below.

3. The Governing Body is requested to elect its Chairman and Vice-Chairmen for the coming year.

**List of Chairmen of the Governing Body of the I.L.O.**

Mr. Arthur Fontaine, France¹, 1919-31.
Mr. Ernest Mahaim, Belgium¹, 1931-32.

Sir Atul Chatterjee, India¹, 1932-33.
Mr. C. V. Bramsnaes, Denmark¹, 1933-34.
Mr. Giuseppe de Micheli, Italy¹, 1934-35.
Mr. Walter Riddell, Canada¹, 1935-36.
Mr. Jaromir Nečas, Czechoslovakia¹, 1936-37.
Mr. (later Sir) Frederick Leggett, United Kingdom¹, 1937-38.
Mr. Paul Berge, Norway¹, 1938-39.
Mr. Carter Goodrich, United States¹, 1939-45.
Mr. (later Sir) Guildhaume Myrdin-Evans, United Kingdom¹, 1945-47.
Mr. Luis Alvarado, Peru¹, 1947-48.
Mr. Shamaldarree Lall, India¹, 1948-49.
Mr. Leon-Ell Troclet, Belgium¹, 1950-51.
Mr. Paul Ramadier, France¹, 1951-52.
Mr. Fernando Cisternas, Chile¹, 1952.
Mr. Fernando Garcia Oldini, Chile¹, 1953.
Mr. A. M. Malik, Pakistan¹, 1953-54.
Mr. Roberto Ago, Italy¹, 1954-55.
Mr. Arthur H. Brown, Canada¹, 1955-56.
Sir Guildhaume Myrdin-Evans, United Kingdom¹, 1956-57.
Mr. Emilio Calderon Puig, Mexico¹, 1957-58.
Mr. Julio A. Barboza-Carneiro, Brazil¹, 1958-59.
Mr. Ernst Michanek, Sweden¹, 1959-60.
Mr. George C. Lodge, United States¹, 1960-61.
Mr. S. T. Merani, India¹, 1961-62.
Mr. Alexandre Parodi, France¹, 1962-63.

¹ One of the States of chief industrial importance.
² Elected State.
APPENDIX III

Second Item on the Agenda: Appointment of Governing Body Committees and of Governing Body Representatives on Various Bodies

Appointment of Governing Body Committees

1. In consequence of the renewal of the composition of the Governing Body during the 47th (1963) Session of the International Labour Conference, it will be necessary at the present session for the Governing Body to appoint the members of its standing committees.

2. Before the elections the Governing Body had the following standing committees:
   - Financial and Administrative Committee.
   - Allocations Committee.
   - Committee on Standing Orders and the Application of Conventions and Recommendations.
   - Committee on Industrial Committees.
   - International Organisations Committee.
   - Committee on Operational Programmes.
   - Committee on Freedom of Association.

3. The terms of reference of these standing committees are as follows:

   **Financial and Administrative Committee**: This committee considers the budget estimates and staff questions; it reports to the Governing Body on these questions and on all financial, budgetary and administrative questions concerning the Organisation.

   **Allocations Committee**: This committee considers questions relating to contributions and to their allocation among the Members of the I.L.O.; it reports to the Governing Body on the subject.

   **Committee on Standing Orders and the Application of Conventions and Recommendations**: This committee is called upon—(a) to examine all matters relating to the working of the constitutional provisions concerning the effect given to Conventions and Recommendations; (b) to consider questions relating to standing orders; (c) to report to the Governing Body on these matters.

   **Committee on Industrial Committees**: This committee is called upon to consider the resolutions of Industrial and analogous Committees prior to their submission to the Governing Body and also to consider the programme of activities of these committees.

   **International Organisations Committee**: This committee is called upon to study the relations of the International Labour Organisation with other governmental international organisations.

   **Committee on Operational Programmes**: This committee keeps under continuous review all aspects of the operational activities of the I.L.O. in whatever technical field or fields they may be carried out and however they may be financed; assists in the development of a vigorous and balanced operational programme; co-ordinates work done under various operational programmes; considers problems arising in the operational field; examines priorities and reviews and evaluates the results achieved.

4. The composition of these committees, before the elections, was as follows:

   **Financial and Administrative Committee**: 23 members (eight Government, eight Employer and six Worker, together with the Chairman of the Governing Body as ex officio Chairman of the Committee). To ensure equality of voting power the Government and Employer members had three votes each, Worker members four votes each.

   **Allocations Committee**: This committee consists of Government representatives only; its membership was eight.

   **Committee on Standing Orders and the Application of Conventions and Recommendations**: 14 members (six Government, four Employer and four Worker). The voting system was as follows: Government members, two votes each, Employer and Worker members, three votes each.

   **Committee on Industrial Committees**: 24 members (eight Government, eight Employer and six Worker).

   **International Organisations Committee**: 18 members (six Government, six Employer and six Worker).

   **Committee on Operational Programmes**: 28 members (14 Government, seven Employer and seven Worker). The voting system was as follows: Government members, one vote each, Employer and Worker members, two votes each.

   **Committee on Freedom of Association**: nine members (three from each group), including the Officers of the Governing Body when available, and an equal number of substitutes.

5. In addition to the standing committees listed above the Governing Body at its 138th Session (March 1958) set up an ad hoc Committee to Consider the Improvement of the Practical Methods of Working of the International Labour Conference. This Committee has submitted several reports to the Governing Body. Its membership was as follows:

   **Chairman**: Mr. Ago (Italy).

   **Government group**: Mr. Migone (Argentina).
   Mr. Raza (Pakistan).
   Mr. Slater (United Kingdom).

   **Employers' group**: Mr. Tata.
   Mr. Wagner.
   Mr. Waline.

   **Workers' group**: Mr. Mörl.
   Mr. Nielsen.
   Mr. Sánchez Madariaga.

Substitutes: Mr. Bergenström.
Mr. Yllanes Ramos.
Mr. Rifaat.

Substitute: Mr. De Bock.
6. The Governing Body also set up at its 151st Session (March 1962) a Committee on Discrimination to examine the most efficient way of reinforcing the action of the International Labour Organisation in the field of discrimination in employment and occupation. This Committee presented a report to the 154th Session of the Governing Body (March 1963), which decided to prolong its mandate so that it might meet every year to advise the Governing Body on the extent of the progress made by the I.L.O. in its work in the field of discrimination in employment and occupation. Its membership was as follows:

Chairman: Mr. Weaver (United States).

Government group:
- Mr. Dreyer (Denmark).
- Mr. Calderón Puig (Mexico).
- Mr. Zaman (India).

Employer group:
- Mr. Rifaat.
- Mr. Robinson.
- Mr. Waline.

Substitute: Mr. Kuntschen.

Workers' group:
- Mr. Ambekar.
- Mr. Ben Ezzedine.
- Mr. Kaplansky.

Substitute: Mr. De Bock.

7. Moreover, at its 154th Session (March 1963), the Governing Body set up a working party to examine the report on the study of the organisation and structure of the Office carried out by external experts. The report of the experts not having been submitted in time, the working party did not meet before the 155th Session of the Governing Body. It will be called upon to meet between the present and the 157th Session of the Governing Body. Its membership was as follows:

Chairman: Mr. Parodi (France).

Government group:
- Mr. Slater (United Kingdom).
- Mr. Zaman (India).

Substitute: Mr. Nettey (Ghana).

Employers' group:
- Mr. Bergensström.
- Mr. Gravour.

Substitute: Mr. Wagner.

Workers' group:
- Mr. Faupl.
- Mr. Móri.

Substitute: Mr. Collison.

8. Finally, at its 155th Session, the Governing Body decided to set up a small committee to examine whether it would be possible for the Governing Body to submit to the Conference a generally agreed proposal with a view to the amendment of article 35 of the Constitution. The Governing Body has not taken a decision as to the number of members of each group which should form the committee; it was, however, suggested that this number might be three or four from each group.

9. The Governing Body is invited—

(a) to reconstitute the standing committees mentioned in paragraph 2 for the period 1963-66. A list showing the membership of each of these committees during the years 1960-63 is appended 1.

(b) to reconstitute the committees referred to in paragraphs 5 to 7 above and to constitute the committee referred to in paragraph 8.

1 Not reproduced here.

Appendix of Governing Body Representatives on Various Bodies

Asian Advisory Committee.

10. The Asian Advisory Committee consists of 16 members (eight Government, four Employer and four Worker) comprising the regular members of the Governing Body coming from member States within the Asian area (i.e. the area covered by the Asian Regional Conference), who are ex officio members of the Committee, together with members elected by the electoral colleges at the International Labour Conference, to bring the total number of ex officio and elected members up to 12 (six Government, three Employer and three Worker) and four members (two Government, one Employer and one Worker) nominated by the Governing Body from countries entitled to attend the Asian Regional Conference.

11. Following the Governing Body elections held in the course of the 47th (1963) Session of the Conference, the members of the Governing Body who come from the Asian area are as follows:

Government members:
- Australia.
- China.
- India.
- Japan.
- Pakistan.
- U.S.S.R.

Employer members:
- Mr. Tata (Indian).
- Mr. Wajid Ali (Pakistani).
- Mr. Ambekar (Indian).
- Mr. Monk (Australian).

Worker members:
- Mr. Ambekar (Pakistani).
- Mr. Monke (Indian).

12. The following member was elected by the Employers' electoral college at the 47th Session of the International Labour Conference.

Employer member:
- Mr. Greve (Ceylonese).

Substitutes:
- Mr. Ferrier (Australian).
- Mr. Tran-Van-Loc (Vietnamese).

No election was required for either Government or Worker members, the number of ex officio members being sufficient.

13. The Governing Body is requested to nominate four members (two Government, one Employer and one Worker) from countries entitled to attend the Asian Regional Conference to complete the membership of the Asian Advisory Committee.

Board of the International Institute for Labour Studies.

14. Article II, paragraph 2, of the Regulations of the Institute states:

The Board shall consist of—

(a) six members to be appointed by the Governing Body from among its own members, two from each of the three groups, for terms of up to three years concurrently with their membership of the Governing Body;

(b) six members of the Institute:

15. At its 148th Session (March 1961) the Governing Body appointed the following members to the Board of the Institute:
Government group:
Mr. AGO (Italy).
Mr. AO (Japan).

Employers' group:
Mr. WALINE (French).
Mr. YLLANES RAMOS (Mexican).

Workers' group:
Mr. AMBEKAR (Indian).
Mr. RICHTER 1 (German, Federal Republic).

16. The Governing Body is requested to appoint six of its members, two from each of the three groups, as members of the Board of the Institute for a period of three years.


17. In accordance with article 10, paragraph 7, of its Standing Orders, the Governing Body is required to be represented at preparatory technical conferences. The 1963 budget includes a credit for a tripartite delegation of the Governing Body, composed of three members.

1 Mr. Richter resigned from the Governing Body in November 1962. At that date he therefore ceased to be a member of the Board of the Institute.

Iron and Steel Committee: Seventh Session (Cardiff, 26 August-6 September 1963).

19. Paragraph 30 of the text concerning the purposes and functions of Industrial and analogous Committees (adopted by the Governing Body at its 154th Session (March 1963)) provides for the Governing Body being represented at sessions of committees by a tripartite delegation. Paragraph 33 states that "The Governing Body appoints the Chairman of each session. As a general rule, the Governing Body appoints the Government member of its tripartite delegation to the session".

20. The Governing Body is requested to appoint a tripartite delegation of three persons to represent it at this meeting and to appoint a Chairman for the session.

Tripartite Technical Meeting for the Food Products and Drink Industries (Geneva, 9-20 December 1963).

21. The Governing Body is invited to appoint a tripartite delegation of three persons to represent it at this meeting and to appoint a Chairman.
APPENDIX IV

Third Item on the Agenda: Arrangements for the Preparatory Technical Conference on Employment Policy

1. This paper is submitted for the information of the Governing Body.

2. It will be recalled that the Governing Body decided at its 152nd Session (June 1962) to convene a Preparatory Technical Conference on Employment Policy in Geneva from 30 September to 18 October 1963. The agenda of the Conference, as determined by the Governing Body, is as follows:

Employment policy, with particular reference to the employment problems of developing countries, with a view to the formulation of an appropriate instrument for possible adoption by the International Labour Conference.

It will be recalled further that the Governing Body decided that an invitation should be issued to all member States to be represented at the Conference by a tripartite delegation consisting of one Government delegate, one Employers' delegate and one Workers' delegate, accompanied by such advisers as might be deemed necessary.

3. This invitation was conveyed to all member States in a letter despatched on 14 February 1963. In accordance with a decision of the Governing Body, governments were requested to inform the Office by 15 June at the latest whether they accepted the invitation to be represented at the Conference. The letter of invitation asked governments, if possible, to communicate their decision by 15 May.

4. By 24 June replies to the invitation had been received from 57 governments. Of these, 37 governments accepted the invitation to be represented, though not in all cases by tripartite delegations, 11 governments declined the invitation, and nine stated that the question was still under consideration.

5. It is intended that the Conference should be held in the Palais des Nations.

6. Two reports for the Conference have been prepared by the Office. Report I, entitled "Employment Problems and Objectives", analyses employment problems and the experience acquired in dealing with them in countries at different levels of economic development and with different social systems. Report II, entitled "Suggested Points for Discussion", analyses the observations of governments on a list of suggested points for discussion, on which their observations had been invited, and includes a revised list of suggested points for discussion.

The following countries accepted the invitation to be represented at the Conference: Argentina, Australia, Austria, Belgium, Byelorussia, Canada, Chile, Congo (Leopoldville), Cuba, Czechoslovakia, Dominican Republic, Finland, France, India, Indonesia, Ireland, Italy, Mauritania, Morocco, Netherlands, New Zealand, Nigeria, Portugal, Rumania, Senegal, Sweden, Switzerland, Syrian Arab Republic, Tanganyika, Thailand, Tunisia, Ukraine, U.S.S.R., United Arab Republic, United Kingdom, United States, Yugoslavia.

The following countries declined the invitation: Cyprus, Honduras, Jamaica, Jordan, Kuwait, Malaya, Niger, Pakistan, Somalia, South Africa, Turkey.

The following countries indicated that the question was still under consideration: Bolivia, Colombia, Denmark, Guatemala, Nicaragua, Panama, El Salvador, Sudan, Upper Volta.

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APPENDIX V

Fourth Item on the Agenda: Seventy-first Report of the Committee on Freedom of Association


1 See pp. 9-10.
Meeting of Experts on the Measurement of Underemployment

1. The Governing Body, at its 155th Session, authorised the convening of a meeting of experts on the measurement of underemployment in Geneva in October-November 1963. It also approved the proposal that one expert be drawn from each of the following countries: Chile, France, Italy, India, Japan, Philippines, United Arab Republic, United States, Yugoslavia. It was understood that the names of experts proposed would be submitted to the Governing Body for its approval at its 156th Session.

2. In the course of the discussion on the subject it was suggested that the possibility of the inclusion of an expert from an additional African country be explored. The Director-General is examining this suggestion but is not yet in a position to make any proposal.

3. The Director-General accordingly proposes that the following experts be invited to attend the meeting:
   - Mr. J. Causse (France), Director of Studies, Statistical Training Centre, Rabat.
   - Mr. Gian Giacomo Dell’Angelo (Italy), Professor at the Rome University and Chief, Economic and Agrarian Policy Research Section, Association for the Industrial Development of the South (Svimez).
   - Mr. Miloslav Macura (Yugoslavia), Director, Federal Statistical Institute.
   - Mr. Carlos Massad (Chile), Director of Studies, Institute of Economics, University of Chile.
   - Mr. Robert J. Myers (United States), Deputy Commissioner, Bureau of Labor Statistics.
   - Mr. Bernardino Perez (Philippines), Acting Director, Office of Statistical Coordination and Standards.
   - Mr. M. El-Shafie (United Arab Republic), Under-Secretary of State for Planning.
   - Mr. M. A. Telang (India), Director, Bureau of Economics and Statistics, State of Maharashtra, Bombay.
   - Mr. Mateji Umemura (Japan), Associate Professor, Hitotsubashi University.

4. The Governing Body may wish—
   (a) to approve the appointment of the experts listed in paragraph 3 above for the Meeting of Experts on the Measurement of Underemployment;
   (b) to authorise its Officers, on its behalf, to approve the appointment of a further expert from an African country, should the Director-General be in a position to make a proposal to that effect.

Technical Advisory Group on Agrarian Reform

5. The Governing Body, at its 154th Session (March 1963), approved the convocation early in 1964 of a technical advisory group on agrarian reform, the composition of which, in addition to a Governing Body delegation and representatives of the United Nations and of the Food and Agriculture Organisation, was to be seven experts, five of whom were to be selected one each from Latin America, Asia, the Middle East, Africa and an Eastern European country, and two additional experts. The Governing Body requested the Director-General to submit to the 155th Session the names of as many of the experts as possible. In the event, it proved impossible to do so.

6. The Director-General is now in a position to propose the following names:
   - Mr. Sayed Marei (United Arab Republic), former Central Minister of Agriculture and Agrarian Reform.
   - Mr. Mario Bandini (Italy), President, National Institute of Agricultural Economy; former President, Higher Council for Agriculture.
   - Mr. T. Lynn Smith (United States), Department of Rural Sociology, University of Florida.
   - Mr. Ameer Raza (United States), Department of Economic Institute, Hitotsubashi University.

7. Consultations are continuing with a view to selection of the remaining three experts.

8. Since it would be undesirable to await the 157th Session of the Governing Body before proceeding to the constitution of the Technical Advisory Group, the Governing Body is invited—
   (a) to authorise the Director-General to invite the four experts whose names are listed in paragraph 6 above to participate in the meeting;
   (b) to authorise its Officers to approve, on its behalf, the names of three further experts whose names may be submitted to them by the Director-General, for participation in the meeting.

Meeting of Experts on Conditions of Work and Service of Public Servants

9. The Governing Body, at its 153rd Session (November 1962), authorised the Director-General to convene a meeting of experts on conditions of work and service of public servants in Geneva from 25 November to 6 December 1963.

10. The Governing Body decided that this meeting should be composed of 15 experts, to be selected with due regard to the agenda and the qualifications required for discussing the proposed subjects, while securing geographical distribution which should be as balanced as possible, as well as appropriate representation of the different interests concerned. The experts would be chosen, after consultations with the Workers’ group of the Governing Body and the governments concerned, among high officials having performed functions of responsibility in the public service administration of their countries; persons from organisations representative of the interests of public servants; and independent persons having obtained experience of collective relations between public administration and its personnel through the exercise of their functions.

11. The necessary consultations were not sufficiently advanced to submit this matter to the Governing Body.
at its 154th or 155th Sessions. The Director-General is now in a position to submit for approval a list of 15 experts, as follows:

Mr. Julien Buyens (Belgium), General Secretary of the Christian Trade Union of Employees in Public Service; Deputy Secretary General, International Federation of Christian Trade Unions of Employees in Public Service and P.T.T.

Mr. Bjarni Dehlén (Norway), Director-General of State Personnel.

Mr. Wilfred V. Gill (United States), Assistant to the Chairman, Civil Service Commission.

Mr. Haenlein (Federal Republic of Germany), Director-General, Federal Ministry of Labour and Social Affairs.

Mr. Richard Hayward (United Kingdom), Secretary-General of the National Staff Side of the Civil Service National Whitley Council and Vice-Chairman of the Council.

Mr. Azarias Herrera Ferrada (Chile), Vice-President of the National Organisation of Fiscal Employees.

Mr. Mario Hickl (Canada), Director of the Research Department, National Union of Public Service Employees.

Mr. Pierre Juvin (France), Maître des requêtes, Council of State; Special Consultant of the United Nations for Public Administration Programmes.

Mr. Rachid Karaouj (Tunisia), Deputy Secretary-General, National Federation of P.T.T.; Deputy Secretary-General, General Federation of Civil Servants.

Dr. Amaldo Lopes Sussekind (Brazil), Chairman of the Permanent Commission of Social Law; General Attorney for Labour.

Dr. V. K. N. Menon (India), Director, Indian Institute of Public Administration.

Professor Heiji Nomura (Japan), former Dean of Law Faculty of Waseda University.

Mr. Tewfik Ramzi (United Arab Republic), Assistant Under-Secretary of State and Director, Institute of Public Administration, Cairo.

Mr. C. C. Ricketts (Kenya), Deputy Director of Personnel, Governor's Office.

Mr. Evgenii Vasilyev (U.S.S.R.), Deputy Chief of the General Economic Division of the State Labour and Wages Committee.

12. The Governing Body is invited to authorise the Director-General to invite the experts whose names are listed in paragraph 11 to participate in the meeting.

Financial Implications.

13. The credit of $17,030 included in the budget for 1963 (sub-item 2.76) will be sufficient to cover the cost of the meeting on the basis of the completed list of experts as proposed in paragraph 11 above.


14. The Director-General proposes to invite the United Nations to participate in the meeting, the subject-matter to be dealt with being of considerable interest to that organisation, which is responsible for a large programme of technical assistance in the field of public administration, and also under resolution 796 (XXX) of the Economic and Social Council, for studying in consultation with the Administrative Committee on Co-ordination the various programmes of the United Nations and of the specialised agencies concerning public administration.

15. The Director-General also proposes to extend an invitation to the International Institute of Administrative Sciences, a scientific institution whose object is the study and the diffusion of general principles of public administration, the comparative review of experience in this field, and the development of rational methods for improving administrative science and practice. The Institute has been granted consultative status with the Economic and Social Council of the United Nations and with the United Nations Educational, Scientific and Cultural Organisation. It has made its documentation available to the Office, and some of its correspondents have contributed to the preparatory studies and to the drafting of the reports which will be submitted to the experts.

16. The Governing Body is requested to authorise the Director-General to invite the International Institute of Administrative Sciences to be represented at the meeting of experts.

17. The Director-General has received requests for representation at the meeting of experts from various non-governmental organisations. In conformity with the usual practice these requests have been submitted to the Officers of the Governing Body.

18. The Officers recommend that the following non-governmental international organisations be invited to be represented by observers at the meeting:

- International Confederation of Senior Officials.
- International Federation of Senior Police Officers.
- Trade Unions International of Public and Allied Employees (Trade Department of the W.F.T.U.).

Meeting of Experts on Social and Economic Conditions of Teachers in Primary and Secondary Schools (Geneva, 21 October-1 November 1963)

19. The Governing Body, at its 153rd Session (November 1962), authorised the Director-General to convene a Meeting of Experts on Social and Economic Conditions of Teachers in Primary and Secondary Schools. The Governing Body also decided that the meeting would be held in Geneva from 21 October to 1 November 1963.

20. With regard to the criteria for the composition of the meeting, the Governing Body decided that it should be composed of persons having thorough knowledge and experience of the social and economic problems of concern to the teaching profession, who would be chosen, after appropriate consultations, from among teachers and authorities and bodies employing teachers. The Governing Body noted that the budgetary provision for the meeting was intended to cover the expense of 24 experts to be drawn from developed and developing countries in various parts of the world, representative of the main systems of school administration.

21. It will be recalled that the Governing Body also noted that a proposed list of experts would be submitted to it for approval at its 154th Session (March 1963). However, at that time, consultations were still in progress in a number of countries.

22. Consultations with organisations of teachers and authorities or bodies employing teachers having been completed with respect to the experts to be drawn from 23 countries, the Director-General now submits the following list of experts for the approval of the Governing Body:

Mr. Frederick Richard George Atkén, M.A., B.Com. (New Zealand), Professor; former Chief Inspector of post-primary schools; Assistant Director of Education, Department of Education.

Mr. Bernardo Bernard Bakula (Tanganyika), Secretary of the United Teachers' Service, Ministry of Education.
Mr. Chun-Sheng Yeh Cheng, B.A., M.A. (Chinese), Professor of Social Work and Sociology, Chung-Hsing University, Taiwan; representative, United Nations Commission on the Status of Women; President, Taiwan Welfare Association; Director-General, Department of Elementary Education, Ministry of Education.

Mr. Dirk H. Dutmer (Netherlands), Professor, Chairman of the Netherlands Federation of Protestant Teachers and Professors (attended the 1958 Meeting of Experts on Teachers' Problems).

Mr. Omar Kamel El-Wakil (United Arab Republic), Director-General, Mansourah Educational Zone; Member of the Board of the Teachers' Union.

Mrs. Władysława Fontanska (Polish), social sciences graduate, Member of the Planning Board of the Council of Ministers, Education and Sciences Section, Committee on Living and Working Conditions and Salaries of Teachers (primary and secondary, general and vocational schools).

Mr. Carlo Lo Gatto (Italian), Doctor of Law, Lawyer, Inspector-General, Ministry of National Education; Deputy-Director, Directorate-General for Cultural Exchanges (attended the Third Session of the Advisory Committee on Salaried Employees and Professional Workers, 1954, and the 1955 Meeting of Experts on Teachers' Problems).

Mr. E. Hombourger (French), Agrégé de l'Université, Professor; Director of the Paris Regional Pedagogical Centre; Deputy Secretary-General and International Relations Secretary of the National Union of Secondary Education; Union Internationale des Relations Secrétaires, General Secretary of the Foreign Section and Secretary for Cultural and Technical Co-operation of the National Educational Federation; President of the International Federation of Secondary Teachers (attended the Third and Fourth Sessions of the Advisory Committee on Salaried Employees and Professional Workers, 1954 and 1957, and the Meeting of Experts on Teachers' Problems, 1958).

Mr. Andrew William Seymour Hutchings, M.A. (United Kingdom), Professor; General Secretary of the Association of Assistant Masters in Secondary Schools; Honorary Secretary of the Joint Executive Committee of the Four Secondary Associations; Member of the Burnham Main Committee; Member of the School Broadcasting Council; Member of the Council of the National Foundation for Educational Research; Member of the Council of the National Advisory Council on the Recruitment and Training of Teachers; Chairman of one of the two main sub-committees of the Standing Committee of the National Advisory Council for the Supply of Teachers Overseas; Secretary-General of the International Federation of Secondarv Teachers; Vice-President of the World Confederation of Organisations of the Teaching Profession.

Mr. Manuel Heyser Jiménez, T.M. (Mexican), Engineer, Professor, National Polytechnic Institute; Assistant Director of the Institute of Higher Education for the Chemical and Mining Industries; Director of the National Centre for Technological Training; Chairman of the Workers' Education Commission of the National Chamber of the Manufacturing Industries; Co-ordinator of the Editorial Board of Acta Politécnica Mexicana.

Mr. Shalom Levin, M.A. (Israeli), Professor; Member of the Executive Council of Histadrut; General Secretary of the Israel Union of Teachers; Member of the Executive Committee of the International Federation of Free Teachers' Unions (I.C.F.T.U.); Member of the Executive Committee of the International Federation of Teachers' Unions (A.F.L.-C.I.O.); Member of the Education Committee of the A.F.L.-C.I.O., of the United States National Commission for U.N.E.S.C.O., of the Conference of the American Council on Education, of the White House Conference on Education, and of the White House Conference on Children and Youth; Delegate to the International Federation of Free Teachers' Unions (I.C.F.T.U.).

Canon Jos. Moerman, Director of the African Section of the International Office for Catholic Education, Brazzaville (attended the 1958 Meeting of Experts on Teachers' Problems).

Mr. Kiyoo Nakakoji (Japanese), Professor, Head of the Wage Policy Department of the Japan Teachers' Union (Nikkyoso), and of the Central Executive Committee of that Union.

Mr. Srinavasa Natarajan, B.A., L.T. (Indian), Professor; Member of the National Council of Educational Research and Training (Government of India), of the All-India Council of Primary and Basic Education, of the All-India Council for Secondary Education, of the Standing Committee on Secondary Education and Training of the Central Advisory Board of Education (Government of India); Vice-President of the World Confederation of Organisations of the Teaching Profession; Chairman of the Asian Committee of the Confederation (attended the 1958 Meeting of Experts on Teachers' Problems).

Mr. F. Penninger (Austrian), Professor; Regional Inspector of Schools; Member of the Drafting Committee for establishing a Bill to amend the Conditions of Service of Teachers Act (1959-61); representative of Austrian teachers in the International Federation of Free Teachers' Unions (I.C.F.T.U.).

Mr. Felix José Poleo (Venezuelan), bachelor of philosophy and letters; Professor; Director of the Schools; Chief of the Department of Pedagogical Affairs; Office for Education Programming; Technical Secretary of the Executive Committee of the Latin American Teachers' Confederation.

Mr. Floyd G. Robinson, B.A., M.A., B.Ed., Ph.D. (Canadian), Professor; Research Director of the Canadian Teachers' Federation; Member of the Vocational and Technical Training Advisory Council, Department of Labour.

Mr. Heinrich Friedrich Henry Rodenstein (German, Federal Republic), Professor; former Director of the Kant-Hochschule, Brunswick; President of the German Teachers' Union and of the Education and Science Union; former President of the International Federation of Teachers' Associations.

Mr. Anatolii Shustov (U.S.S.R.), Engineer; Professor; Deputy Minister of Education.

Mrs. M. Sohail (Senegalese), Professor; Headmistress, Dakar; in charge of women's problems, Ministry of Technical Education and Training of Managerial Personnel; an active member of the Teachers' Union for many years.

Mr. K. V. Thaver (Malayan), Professor, General Secretary of the Malayan Teachers' Union.

Mr. Mohamed Taleb Triki (Tunisian), Professor; General Secretary of the Secondary Teachers' Union and Vice-President of the National Federation of Teachers; Chief of the Office of the Minister for National Education.

Mr. M. Van de Moortel (Belgian), Professor; General Secretary of the International Federation of Free Teachers' Unions (I.C.F.T.U.) (attended the Second and Third Sessions of the Advisory Committee on Salaried Employees and Professional Workers, 1952 and 1954, and the 1958 Meeting of Experts on Teachers' Problems).

25. The Governing Body is invited to authorise the Direktor-General to invite the experts listed in paragraph 22 to participate in the meeting.
Financial Implications.

24. The budget for 1963 includes a credit of $24,473 for the meeting (sub-item 2.75). This credit is estimated to be sufficient to cover the cost of the meeting on the basis of the completed list of experts as proposed in paragraph 22 above.


25. In view of the obvious interest of U.N.E.S.C.O. in the subject-matter of the meeting and having regard to the desirability of close co-ordination and collaboration in a field which is of concern to both organisations, though in different ways, the Director-General proposes to invite U.N.E.S.C.O. to be represented at the Meeting of Experts on Social and Economic Conditions of Teachers in Primary and Secondary Schools.

26. For similar reasons, the Director-General also proposes to extend an invitation to the I.B.E. which, it will be recalled, is an intergovernmental organisation with a present membership of 62 States. Most friendly relations have been maintained between the I.L.O. and the I.B.E. since the latter's creation in 1925. With the agreement of the Governing Body the I.B.E. was represented at the 1958 Meeting of Experts on Teachers' Problems.

27. The Governing Body is requested to authorise the Director-General to invite the International Bureau of Education to be represented at the Meeting of Experts.

Invitations to Non-Governmental International Organisations.

28. The Director General has received requests for representation at the Meeting of Experts from various non-governmental international organisations. In conformity with the usual practice these requests have been submitted to the Officers of the Governing Body.

29. The Officers recommend that the following non-governmental international organisations be invited to be represented by observers at the meeting:

- International Confederation of Senior Officials.
- International Federation of Christian Trade Unions of Employees in Public Service and P.T.T.
- International Federation of Secondary Teachers.
- International Federation of Teachers' Associations.
- International Federation of University Women.
- International Union for the Liberty of Education.
- World Federation of Teachers' Unions (Trade Department of the W.F.T.U.).
APPENDIX VII

Sixth Item on the Agenda: Questions Arising out of the 47th (1963) Session of the International Labour Conference

Question of South Africa

1. Members of the Governing Body will recall the manner in which the question of apartheid in South Africa dominated the 47th Session of the International Labour Conference, frustrated the main purpose of the session, which was to permit an over-all review of the adaptation of the programme, structure and procedures of the I.L.O. to changing needs, and was the occasion of a series of incidents culminating in the resignation of the President of the Conference, the withdrawal from the session of the delegations of the African and Arab Members of the Organisation, and a proposal, which was decisively rejected, that the Conference should suspend its work. After the withdrawal of the African and Arab delegations the Conference rejected the credentials of the South African Workers' delegate, and a number of resolutions relating to the suggestion that South Africa should be expelled from the Organisation, which had been submitted as urgent under the emergency procedure provided for in article 17 (2) of the Standing Orders of the Conference, did not receive the unanimous consent of the Officers of the Conference necessary to permit of their being moved under that article as urgent matters.

2. The long-term implications of these events can most appropriately be considered after a suitable pause for reflection. Certain emergency measures should, however, in the Director-General's view, be taken immediately to give expression to the moral sense of the Conference, to reconcile the essentially complementary moral claims of due process and natural justice, to ensure that the problems which have arisen are dealt with in the context of the broad issues of policy which confront the whole United Nations family, to restore a proper basis for the renewed and intensified development of the work of the Organisation for the benefit of the peoples of Africa, to protect the work of the Organisation against the danger of further disruption, and to formulate the elements of a policy which will guarantee the people of South Africa freedom from forced labour, freedom of association and freedom from discrimination.

3. With these ends in view the Director-General submits the following proposals to the Governing Body. These proposals are consistent with those made by the Director-General to the representatives of African delegates who met with him on 17 June and of which he informed the Conference at its plenary sitting of 18 June.

4. These proposals envisage—

(a) the exclusion of South Africa from I.L.O. meetings other than the International Labour Conference, which she has a constitutional right to attend;

(b) the reference to the Security Council of the United Nations of the proposal for the expulsion of South Africa;

(c) full co-operation by the International Labour Organisation in United Nations action relating to South Africa and in the proceedings pending before the International Court of Justice relating to South West Africa; and

(d) the immediate establishment under article 10 of the Constitution of a commission to conduct a special investigation into freedom from forced labour, freedom of association and freedom from discrimination in South Africa, with authority to reach findings of law and fact and formulate recommendations.

5. None of these proposals presents any constitutional difficulty; all of them, if approved by the Governing Body, are susceptible of immediate application.


6. While participation in the International Labour Conference is a constitutional right and obligation of all Members of the Organisation, participation in other I.L.O. meetings is based on election to the body concerned (e.g. the Governing Body, except as regards the States of chief industrial importance), on the acceptance of an invitation issued to a State on the basis of a Governing Body decision (e.g. preparatory technical tripartite conferences), or on the relevant Governing Body decision determining the composition of the committee or meeting concerned (e.g. Industrial Committees and regional conferences). It is therefore open to the Governing Body, if it considers that circumstances require or justify such action, to exclude any Member of the Organisation from participation in a wide range of I.L.O. meetings. While any arbitrary exercise of this power would clearly be open to grave objections of policy and of questionable legality, it may well be widely felt that the circumstances which have now arisen are both so exceptional in character and so repugnant to the moral sense as to justify the Governing Body in taking emergency measures to debar South Africa, until such time as the Governing Body is satisfied that there has been a fundamental change in the present situation, from participation in all I.L.O. meetings other than the sessions of the Conference, which it has a constitutional right and obligation to attend. While a general decision in the matter may appear to some members of the Governing Body to be premature pending the expected forthcoming discussions in the Security Council of the questions of general policy involved, the fact that a number of meetings in respect of which the question may arise are pending would appear to make it advisable that the Governing Body should take an immediate decision on the question as regards the African Regional Conference, Industrial Committees, and the forthcoming Preparatory Technical Conference on Employment Policy.

African Regional Conference.

7. Article 1, paragraph 3, of the Rules concerning the Powers, Functions and Procedure of Regional Conferences Convened by the I.L.O. provides that the Governing Body determines which governments shall be invited to nominate delegates and advisers to attend regional conferences. It is suggested that the Governing Body should, in exercise of this power, decide forthwith that South Africa shall not, until the Governing Body has satisfied itself that there has been a fundamental change in the present situation, be invited to nominate delegates and advisers to attend any regional conference of the I.L.O.

African Advisory Committee.

8. As the electoral college for the African Advisory Committee consists of the delegates of member States
entitled to attend the African Regional Conference, a decision that South Africa shall not be entitled to attend the African Regional Conference will have the effect of automatically excluding South Africa from the electoral college of the African Advisory Committee.

**Industrial Committees.**

9. The text defining the purposes and functions of Industrial and analogous Committees adopted by the Governing Body at its 154th Session (March 1963) provides (paragraph 70) that the Governing Body designates the member States invited to take part in the Committees and (paragraph 11) that the designation of States which are members of the standing Committees is made on the basis of a list of States Members of the I.L.O. which have applied for membership, taking into account—(a) the relative industrial importance of the country concerned, (b) an appropriate geographical distribution, and (c) any other factor which renders the sector of importance in the country concerned. The Committees were last reconstituted for a period of about five years in 1959, when seats on the Industrial Committees were allocated by the Governing Body Committee on Industrial Committees on the following basis: (a) one-third of the seats in each Committee were filled by applicant member countries with the largest world industrial interest in the industry in question; (b) an equal number was then added by a first ballot by the members of the Governing Body Committee on Industrial Committees; (c) the remainder, up to the agreed number of seats in the Committee, were added by a second ballot. In these arrangements, the Republic of South Africa was designated, on the basis of the second ballot, a member of the Iron and Steel Committee and a member of the Metal Trades Committee. It is now suggested that the Governing Body should forebode the revocation of South Africa as member of these Committees and direct its Committee on Industrial Committees to hold a ballot to fill the vacant places. As the Iron and Steel Committee is due to meet on 26 August 1963 a ballot for the place on that Committee vacated by South Africa should be held in the course of the present session of the Governing Body.

**Preparatory Technical Conference on Employment Policy.**

10. The Governing Body decided at its 152nd Session (June 1962) to invite all member States to be represented by tripartite delegations at a Preparatory Technical Conference on Employment Policy; the Conference has been convened to meet in Geneva on 30 September 1963. Member States were requested to state by 15 June 1963 whether they accepted the invitation. South Africa has not yet replied to this invitation, and its exclusion from the Conference would, it is believed, no longer require a special amendment of the Constitution needing 72 ratifications to bring it into force. Article 48 of the Charter of the United Nations provides that decisions of the Security Council for the maintenance of international peace and security shall be carried out by the Members of the United Nations "directly and through the action in the appropriate international agencies of which they are members". Article 103 provides that, in the event of any conflict between the obligations of Members of the United Nations under the Charter and their obligations under any international agreement, the obligations under the Charter shall prevail. Article VI of the Agreement between the United Nations and the International Labour Organisation provides that "the International Labour Organisation agrees to co-operate with the Economic and Social Council in furnishing such information and rendering such assistance to the Security Council as that Council may request, including assistance in carrying out decisions of the Security Council for the maintenance or restoration of international peace and security." When in 1959-40 the League of Nations expelled a Member, the text of the Charter provided that the Member in question had ceased to be automatically entitled to membership of the I.L.O. In the event of the expulsion of South Africa from the United Nations, its expulsion from the I.L.O. would appear to be practicable without amendment of the Constitution, by reason of the effect of the relevant provisions of the Charter and of the Agreement between the United Nations and the International Labour Organisation approved by the Conference simultaneously with the amendments to the Constitution.

11. The effect of these proposals would be that, without prejudice to further consideration of the matter at a later stage, South Africa would be debarred forthwith from participation in the African Regional Conference (thus being automatically debarred from the electoral college of the African Advisory Committee), from the Industrial Committees (of two of which South Africa is at present a member), and from the forthcoming Preparatory Technical Conference on Employment Policy.

**II. Submission to the Security Council of the United Nations of Proposal for the Expulsion of South Africa.**

12. The Constitution of the I.L.O. contains no provision for the expulsion from the Organisation of a member State. The omission was presumably deliberate, for the record of the 1945 discussions as the result of which the proposal was introduced indicates that the argument leading to membership were recast in their present form shows clearly that the object then was universality of membership.

"... Article 1, paragraph 3, of the Constitution of the Organisation as at present in force gives every Member of the United Nations an unequivocal and unqualified right to membership of the Organisation; in this respect it adapts to the nature of the relations between the United Nations and the I.L.O., without modifying the underlying principle of the corresponding provision of the original Constitution, that every Member of the League of Nations had both the right to and an obligation of membership in the I.L.O."

13. The Charter of the United Nations contains provision for the suspension of the rights and privileges of membership and for the expulsion of Members. Article 5 provides that a Member against which preventive or enforcement action has been taken by the Security Council may be suspended from the exercise of the rights and privileges of membership by the General Assembly upon the recommendation of the Security Council. Article 6 provides that a Member of the United Nations which has persistently violated the principles contained in the Charter may be expelled from the Organisation by the General Assembly upon the recommendation of the Security Council.

14. An amendment to the Constitution of the I.L.O. to permit the expulsion of a Member would require ratification in accordance with their respective constitutional processes by 72 member States to bring it into force. The attitude of governments towards such an amendment, and their willingness to ratify it, would clearly be substantially influenced by the outcome of the discussion in the Security Council of any proposal to expel South Africa from the United Nations.

15. It is believed that a proposal for the expulsion of South Africa from the United Nations may be submitted in the near future to the Security Council as the result of the deliberations of the Addis Ababa meeting of African Chiefs of State.

16. If the Security Council should recommend the expulsion of South Africa and the General Assembly proceed to such expulsion, the expulsion of South Africa from the I.L.O. would, it is believed, no longer require a special amendment of the Constitution needing 72 ratifications to bring it into force. The Director-General to meet urgently with the Secretary-General of the United Nations and the International Labour Organisation approved by the Conference simultaneously with the amendments to the Constitution.
General of the United Nations to explore all the issues of policy involved, to hold himself available for consultation by the Security Council and to designate a tripartite delegation of members of the Governing Body whom he could consult concerning his discussions with the Secretary-General of the United Nations and who would accompany him in the event of his being consulted by the Security Council. The Governing Body delegation would also be available in the event of the matter arising in the General Assembly. The whole matter would be further considered at the 157th Session of the Governing Body in the light of developments during the intervening period.

III. Co-operation with Other United Nations Bodies and with the International Court of Justice in Respect of Matters Relating to South Africa and South West Africa.

18. Apart from such discussions as may take place in the Security Council and the General Assembly on the initiative of the States which participated in the Addis Ababa Conference of Chiefs of State, questions relating to South Africa and South West Africa have been and are under consideration in various other United Nations bodies and in proceedings before the International Court of Justice.

19. Hitherto, the International Labour Organisation has refrained from playing any part in the examination of these matters by United Nations bodies, firstly, because it was inappropriate for the I.L.O. to attempt to interpret or express the divergent policies of the governments, employers and workers of its member States in the course of United Nations discussions relating to matters of a highly political character, and, secondly, because it was difficult for the I.L.O. to submit factual information in a form which would not involve or appear to involve direct participation in political controversy. While the general principle that the I.L.O., as an organisation at the service of all its Members, should remain aloof from political controversy between nations or groups of nations in the United Nations and other international organisations remains fully valid and is a necessary condition of the impartiality and authority of the I.L.O. in its own sphere of action and influence, the principle and practice of apartheid have stirred such universal reprobation in the International Labour Conference that it has become both possible and necessary for the I.L.O. to give vigorous expression to the general attitude of the Conference whenever questions within its competence arise before United Nations bodies dealing with questions relating to South Africa and South West Africa.

Committee on South West Africa.

20. The Director-General therefore proposes to be represented in future at meetings of the Committee on South West Africa when matters of interest to the I.L.O. are under consideration, and to furnish it with any information available to the I.L.O. which may be relevant to its work; his representative will be instructed to co-operate with the Committee in a manner similar to that in which the representative of the I.L.O. co-operated with the Mandates Commission of the League of Nations throughout the examination of matters relating to South West Africa. He will be prepared to envisage similar co-operation with any other United Nations committee—including the Special Committee on the Policies of Apartheid of the Government of the Republic of South Africa—which may be dealing with matters relating to apartheid.

Special Educational and Training Programme for South West Africa.

21. The General Assembly approved in 1962 a special educational and training programme for South West Africans. The Secretary-General of the United Nations has informed the Director-General that the co-operation of the I.L.O. in this programme will be welcome. The Director-General now proposes to inform the Secretary-General of the willingness of the I.L.O. to co-operate in this programme in every possible way, making appropriate arrangements for the purpose of all the educational and training facilities and programmes available within the framework of the I.L.O.

Economic Commission for Africa.

22. The Director-General has received from the Economic Commission for Africa a request for co-operation in the preparation of a series of studies on the economic and social consequences of racial discriminatory practices, with special reference to South Africa. He proposes to accede to this request.

International Court of Justice.

23. There are pending before the International Court of Justice proceedings instituted by Ethiopia and Liberia against the Republic of South Africa praying the Court to declare that the practice of apartheid in the mandated territory of South West Africa and the failure of South Africa to promote the material and moral well-being and social progress of the inhabitants of the territory are contrary to the international obligations of South Africa; South African objection to the jurisdiction of the Court has been rejected by the Court, which has found that it has jurisdiction to adjudicate upon the merits of the dispute. Article 34, paragraph 2, of the Statute of the Court provides that "the Court, subject to and in conformity with its Rules, may request of public international organisations information relevant to cases before it, and shall request such information presented by such organisations on their own initiative". Article IX, paragraph 1, of the Agreement between the United Nations and the International Labour Organisation provides that "The International Labour Organisation agrees to furnish any information which may be requested by the International Court of Justice in pursuance of article 34 of the Statute of the Court". If the International Court of Justice should request the International Labour Organisation to furnish any information in its possession relating to the matters at issue in the case, the Director-General will be under an obligation to do so by reason of the terms of the Agreement between the United Nations and the International Labour Organisation, but he would, subject to the concurrence of the Governing Body at its present session, also propose to take the initiative in assembling information relating to these matters from within its field of competence and responsibility of the I.L.O. and in presenting such information to the Court.

IV. Proposed Special Commission of Investigation.

24. South Africa is not a party to the international labour Conventions which relate directly to the fundamental human rights of freedom from forced labour, freedom of association and freedom from discrimination.

25. Article 26 of the Constitution, which permits any Member of the Organisation to file a complaint that another Member is failing to secure the effective observance of the Convention which both have ratified, is therefore inapplicable.

26. Both the Conference and the Governing Body have, however, under the Constitution, a broader power to order the conduct of a special investigation into conditions of labour involving "such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled.".

27. Article 10, paragraph 7, of the Constitution of the International Labour Organisation provides that the functions of the International Labour Office shall include "the conduct of such special investigations as may be ordered by the Conference or by the Governing Body".

28. It is therefore suggested that the Governing Body should decide at its present session that such a special investigation shall be held forthwith.
29. It is suggested that the investigation should be entrusted to a special commission of three members of the highest international reputation, chosen for their known independence and impartiality and serving in a personal capacity; they should, on assuming their duties, make a solemn declaration in terms similar to that made by judges of the International Court of Justice that they will perform their duties and exercise their powers as members of the Commission of Investigation honourably, faithfully, impartially and conscientiously.

30. In view of the urgency of the matter the members of the commission should be appointed by the Director-General of the International Labour Office after consulting the Officers of the Governing Body.

31. The terms of reference of the Commission should be to examine the extent to which the law and practice in South Africa in regard to the matters dealt with in the Conventions and Recommendations adopted by the International Labour Conference concerning forced labour and related matters, freedom of association and discrimination in respect of employment and occupation, violate the fundamental human rights set forth in the said Conventions and Recommendations.

32. The Commission should take into account all information on the subject at present in the possession of the International Labour Office, together with any statement on the subject received not later than 15 September from the government of any Member of the International Labour Organisation, from any international non-governmental organisation which the Commission considers to be in a position to furnish it with useful information, or from any employers' or workers' organisation in South Africa.

33. A copy of every such statement received should be communicated to the Government of the Republic of South Africa, which should have until 15 December to comment thereon.

34. While the Commission should seek the fullest cooperation of the Government of the Republic of South Africa, it should not be debarred from proceeding by the absence of such cooperation.

35. In all other respects the Commission should determine its own procedure.

36. The Commission should report to the Governing Body not later than 1 May 1964.

37. The Commission should be authorised to include in its report, in addition to findings of law and fact, any recommendations which it may think proper concerning the modifications of the law and practice of South Africa necessary to give effect to the said Conventions and Recommendations.
Seventh Item on the Agenda: Report of the Director-General

Report of the Special Tripartite Conference concerning Rhine Boatmen on Its Third Session

1. The Special Tripartite Conference concerning Rhine Boatmen held its Third Session at the International Labour Office in Geneva from 20 to 24 May 1963, in accordance with the decision taken by the Governing Body at its 153rd Session (November 1962). The Chairman was Mr. C. Bonet Maury, Government adviser, France. A list of those attending the session is given in the report of the Conference, which is appended to this paper.

2. The agenda of the Conference, as determined by the Governing Body, was as follows:

Revision of the Agreement concerning the Conditions of Employment of Rhine Boatmen, including—

(a) substantive amendments to Articles 7 and 16, designed to make provision for daily and weekly rest periods for crews employed on boats regularly engaged in semi-continuous and continuous navigation;

(b) consequential textual amendments to Articles 8, 11 and 15;

(c) substantive amendments to Article 25, for the purpose of strengthening the enforcement of the operative Articles of the Agreement; and

(d) substantive amendments to Article 27, designed essentially to extend the reporting period from one to two years.

3. The proceedings of the Conference, including its conclusions, which were all unanimously adopted, are set out in the report. The conclusions are embodied in a formal Instrument for the Amendment of the Agreement concerning the Conditions of Employment of Rhine Boatmen, 1950-54, which is now open for signature to the countries represented on the Central Commission for Rhine Navigation, and subsequently to ratification.

4. The Conference attached particular importance to the establishment, before the coming into force of the revised Agreement or at least simultaneously with that event, of agreed regulations concerning the size and composition of crews of boats engaged in continuous and semi-continuous navigation. Government representatives and the representatives of the Central Commission for Rhine Navigation undertook to press for the convening by the Central Commission for Rhine Navigation, before 1 October 1963, of a further session of the Tripartite Conference on the Manning of Rhine Boats for the purpose of adopting manning regulations for boats engaged in continuous and semi-continuous navigation.

5. The Conference finally emphasised the need for effectively enforcing the provisions of the Agreement, for the attainment of the underlying purpose of the Agreement of harmonising working conditions on all boats navigating on the Rhine. It considered it indispensable that a technical governmental conference, which should consult the employers’ and workers’ organisations concerned, be called at an early date to consider and establish a multilateral, co-ordinated and unified system of enforcement of the Agreement on all boats navigating on the Rhine.

6. The Governing Body is accordingly invited—

(a) to take note of the report of the Special Tripartite Conference concerning Rhine Boatmen on its Third Session, and in particular the Instrument for the Amendment of the Agreement concerning the Conditions of Employment of Rhine Boatmen, 1950-54; and

(b) to authorise the Director-General to communicate the report to the governments of the countries concerned, namely Belgium, France, the Federal Republic of Germany, the Netherlands and Switzerland, with a request that they arrange for the Instrument of Amendment to be signed on their behalf at an early date;

(c) to authorise the Director-General to communicate the report to the Central Commission for Rhine Navigation, calling its special attention to the conclusions of the Conference outlined in paragraphs 4 and 5 above.

1 Carried over from the 155th Session.


3 Proposals regarding the convening of the Conference were submitted to the Governing Body at its 154th Session; see Minutes of the 154th Session of the Governing Body, Appendix XXII, paras. 10-19, pp. 133-134.

APPENDIX IX

Eighth Item on the Agenda: Programme of Meetings

Programme for 1963

Meeting of Experts on the Measurement of Underemployment.

1. At its 155th Session the Governing Body authorised the convening in Geneva in October-November 1963 of a meeting of experts on the measurement of underemployment. It is now proposed that this meeting should be held from 21 October to 1 November 1963.

Latin American Regional Technical Meeting on Co-operatives.

2. At its 154th Session (March 1963) the Governing Body authorised the Director-General to convene a Latin American technical meeting on co-operatives for a duration of 12 calendar days in November or December 1963, and approved the agenda, composition and various other arrangements for the meeting. The Governing Body was also informed that the Government of Chile had offered to provide host facilities for the meeting.

3. Following further negotiations with the Government of Chile the Governing Body is now invited to decide that the meeting shall be held at Santiago from 25 November to 6 December 1963.

Programme for 1964

4. The Governing Body has already fixed the dates of the other meetings to be held during the second half of 1963. The programme to the end of the year is attached to the present document for the information of members of the Governing Body. It does not include the meetings of special committees of the Governing Body, the dates for which are proposed under item 9 of the agenda.

5. In accordance with the policy of advance planning which has been followed during recent years, a draft programme showing proposed dates for some of the meetings provided for in the 1964 budget as adopted by the Conference at its 47th Session, including the major meetings, is attached. It is not possible at the present stage to suggest dates for all of the meetings likely to be held or to fix precisely some of the dates suggested, and some variation of these dates may prove necessary in the light of developing circumstances. Subject to the above proviso, the Governing Body is invited to approve the draft programme of meetings for 1964 as attached, on the understanding that further proposals will be made by the Director-General at a later date as circumstances may require.

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2 Not reproduced here. See ibid., p. 336.
Ninth Item on the Agenda: Date and Place of the 157th Session of the Governing Body

1. The Governing Body, at its 154th Session (March 1963), decided provisionally that the 157th Session of the Governing Body and its standing committees should be held from Monday, 4 to Friday, 15 November 1963.

2. At its 155th Session the Governing Body was informed that the consultants carrying out the external survey of the organisation and structure of the Office would be unable to submit their report before the latter part of June, and that the meeting of the working party set up by the Governing Body to consider the report, which was to have been held from 20 to 23 May, had accordingly been cancelled. The Governing Body noted that it would be asked to make provision for a meeting of the working party when fixing the programme of meetings for its 157th Session. It envisaged that the meeting might take place at a date between the current and the Autumn Session of the Governing Body and made the necessary financial arrangements in this eventuality.

3. It is suggested that the small Committee on the Amendment of Article 35 of the Constitution, which the Governing Body decided to set up at its 155th Session, should meet before the 157th Session.

4. It is proposed—

(a) that the Working Party to Consider the Report on the External Survey of the Organisation and Structure of the Office should meet from 13 to 15 August 1963;

(b) that the Committee on the Amendment of Article 35 of the Constitution should meet from Wednesday, 30 October to Friday, 1 November 1963;

(c) that the provisional dates fixed for the Governing Body and its standing committees should be confirmed, and that the Governing Body should meet in Geneva from Tuesday, 12 to Friday, 15 November 1963, the meetings of committees and groups being held from Monday, 4 to Monday, 11 November.

5. The Governing Body is invited to approve the dates proposed in paragraph 4 above.

6. A draft programme of meetings for the Governing Body and its committees is attached.¹

¹ Not reproduced here.
APPENDIX XI

Alphabetical List of Persons Attending the Session

ABI RAAD, Fouad Nasr (Lebanese), Chief, Labour Inspectorate; substitute for Mr. Wahid, Government representative.


AGO, Roberto (Italian), Government representative; Professor of International Law, Rome University; representative of the Government of Italy on the Governing Body.

AGUILAR, Andrés (Venezuelan), Government deputy member; Ambassador; Permanent Delegate of Venezuela accredited to the international organisations in Geneva.

AHMAD, Faiz (Pakistani), Workers' representative; Secretary-General, All-Pakistan Confederation of Labour.

AKROUF, Daoud (Algerian), Government representative; Adviser, Cabinet of the Minister of Labour and Social Affairs.

ALAÇAM, H. Fahir (Turkish), Government observer; Permanent Delegate of Turkey accredited to the European Office of the United Nations and the International Labour Office.

ALVARADO GARAICOA, Teodoro (Ecuadorian), Government representative; Ambassador; Permanent Representative of Ecuador accredited to the European Office of the United Nations.

ANDRIANTSOHAINA, Daniel (Malagasy), Employer deputy member.

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), Deputy Secretary, Labour and Social Welfare Division; substitute for Mr. Rahman, Government representative.

BAGHDELLAH, K. R., M.P. (Tanganyikan), Government representative; Parliamentary Secretary to the Ministry of Labour; representative of the Government of Tanganyika on the Governing Body.

BARBOZA-CARNEIRO, Júlio Augusto (Brazilian), Government representative; Ambassador.

BAUER, W. E. (Canadian), First Secretary, Canadian Permanent Mission to the European Office of the United Nations; accompanying Mr. Mainwaring, Government representative.

BEERMANN, Hermann (German, Federal Republic), Workers' representative; Vice-President, German Confederation of Trade Unions.

BENJELLOUN, Jamil (Moroccan), Government deputy member; Director, Cabinet of the Minister of Labour and Social Affairs.

BÉNYI, József (Hungarian), Second Secretary, Permanent Mission of the Hungarian People's Republic to the European Office of the United Nations; accompanying Mrs. Konrád, Government observer.

BERGENSTRÖM, Gullmar (Swedish), Employers' representative; Director, Swedish Employers' Confederation.

BETANCOURT ROA, Alberto (Cuban), Member of the Permanent Mission of Cuba in Geneva; accompanying Mr. Camejo Argudin, Government observer.

BLAND, Henry Armand, C.B.E. (Australian), Government representative; Secretary, Department of Labour and National Service.

BOGLIETTI, Giuseppe, observer representing the World Federation of Trade Unions; Permanent representative in Geneva of the W.F.T.U.

BORDADIN, Afanasii Fyodorovich (U.S.S.R.), Chief, International Relations Section, State Labour and Wages Committee, Council of Ministers; accompanying Mr. Borisov, Government representative.

BORHA, L. Lawrence (Nigerian), Workers' representative; General Secretary, United Labour Congress.

BORISOV, Vasili Leonidovich (U.S.S.R.), Government representative; Adviser, Ministry of Foreign Affairs.

BOTHEREAU, Robert (French), Workers' representative; General Secretary, General Confederation of Labour—Force ouvrière (C.G.T.-F.O.).

BOUMAH, Augustin (Gabonese), Director of Labour and Manpower; substitute for Mr. Meye, Government representative.

BRUNI CELLI, Marco Tulio (Venezuelan), Counsellor, Permanent Delegation of Venezuela to the international organisations in Geneva; accompanying Mr. Aguilar, Government deputy member.

BUVAILIK, Galii Efimovich (Ukrainian), Counsellor; Chief of the Social Questions Group, Ministry of Foreign Affairs; accompanying Mr. Slipchenko, Government deputy member.

CALDERÓN PUIG, Emilio (Mexican), Government representative; Ambassador Extraordinary and Plenipotentiary, Permanent Representative of Mexico accredited to the international organisations in Geneva; representative of the Government of Mexico on the Governing Body; Chairman of the Governing Body, 1963-64.

CAMEJO ARGUDÍN, Enrique (Cuban), Government observer; Ambassador; Permanent Delegate of Cuba to the international organisations in Geneva.

CAMPANELLA, Pietro (Italian), Employers' representative; Member of the Board of the General Confederation of Italian Industry.

CÁMORA, Mario A. (Argentine), Second Secretary, Permanent Mission of the Argentine Republic to the international organisations in Geneva; substitute for Mr. Migone, Government deputy member.

DE CASTRO, Tomas (Philippine), Ambassador to Switzerland; substitute for Mr. Ocampo, Government deputy member.

CHAJN, Leon (Polish), Government representative; Member of Parliament; Member of the Council of...
State; former Vice-Minister of Labour and Social Welfare; representative of the Government of Poland on the Governing Body.


CLAUSEN, 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 Wages Committee of the Council of Ministers; accompanying Mr. Michev, Government representative.

DENISE, Malcolm L. (United States), Employers’ representative; substitute for Mr. Wagner; Vice-President, Labor Relations, Ford Motor Company, Dearborn.

DENYS, Jacques (Belgian), Government observer; Counselor, Ministry of Employment and Labour.

DESMaison, Alejandro (Peruvian), Employers’ representative; 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.

DORPEMA, H. (Netherlands), Ministry of Social Affairs and Public Health; accompanying Miss Lunsingh Meijer, Government observer.

EGGERMANN, Georges, Permanent Representative in Geneva of the International Federation of Christian Trade Unions; accompanying Mr. Vanistendael, representing the I.P.C.T.U.

EL-ARRAD, Hassan, Second Secretary, League of Arab States; accompanying Mr. El-Wakil, representing the League of Arab States.

EL-WAKIL, Moukhtar, representative of the League of Arab States; Permanent Representative in Geneva.

ERDMANN, Ernst-Gerhard (German, Federal Republic), Employers’ representative; Director, German Confederation of Employers’ Associations.

BEI EZZEDINE, Mahmoud (Tunisian), Workers’ representative; Deputy General Secretary in charge of External Relations and Social Legislation, Tunisian General Labour Union (U.G.T.T.).

FAHIM, Ahmad (United Arab Republic), Worker deputy member; President, U.A.R. General Federation of Trade Unions.

FAULP, Rudolph (United States), Workers’ representative; International Representative, International Association of Machinists.

FENNEMA, Antony Gerardus (Netherlands), Employer deputy member; Director, Employers’ Federation for International Social Affairs.

FLITAN, Constantin (Rumanian), Government observer; Chief of Service, Directorate of International Organisations, Ministry of Foreign Affairs.

FLULONGER, Robert William (Australian), Consul-General; Permanent Representative of Australia to the European Office of the United Nations; substitute for Mr. Bland, Government representative.

GARCÍA, Francisco E. (Mexican), Counsellor, Mexican Foreign Service; accompanying Mr. Calderón Puig, Government representative.

GARCÍA MARTÍNEZ, Federico, accompanying Mr. Lagasse, observer representing the International Organisation of Employers.

GAIVRILOV, Geri (Bulgarian), Secretary of Legation, Permanent Mission of the People’s Republic of Bulgaria to the European Office of the United Nations and the international organisations; accompanying Mr. Michev, Government representative.

GAYE, Hamed (Senegalese), Employer deputy member; Chief of Personnel, Shell (Senegal).

GODJALI, Mr. (Indonesian), Government deputy member; Chief of Cabinet, Department of Labour.

GONZÁLEZ GÓMEZ, Donaciano (Mexican), Secretary, Mexican Foreign Service; accompanying Mr. Calderón Puig, Government representative.

GOOD, Dale (United States), Office of International Economic and Social Affairs, Department of State; accompanying Mr. Weaver, Government representative.

GROFFIER, Miss Ethel, accompanying Mr. Lagasse, observer representing the International Organisation of Employers.

HAILE SELASSIE, Tefera (Ethiopian), accompanying Mr. Mekuria, Government deputy member.

HARAGUCHI, Yukitaka (Japanese), Worker deputy member; President, All-Japan Federation of Metal Mining Workers’ Unions.


HEISE, Bert (German, Federal Republic), Adviser to the Executive Board, German Confederation of Trade Unions; accompanying Mr. Beermon, Workers’ representative.

HERNANDEZ, Jose J. (Philippine), Worker deputy member; General Secretary, Philippine Trade Unions Council.

HEYER, Albert, observer representing the International Confederation of Free Trade Unions; Permanent Representative in Geneva; Secretary of the Workers’ group.

DE ICAZA, Antonio (Mexican), Secretary, Mexican Foreign Service; accompanying Mr. Calderón Puig, Government representative.

KAPLANSKY, Kalmen (Canadian), Workers’ representative; Director, International Affairs Department, Canadian Labour Congress.

KARY, Abdul Hossein Mohammad (Iranian), Government observer; Director of International Relations, Ministry of Labour and Social Affairs.

KEITA, Namory (Mali), Government representative; National Director of Labour and Social Security.

KHILCHEVSKY, Yuri Mikhailovich (Ukrainian), First Secretary, Permanent Delegation to the European Office of the United Nations; accompanying Mr. Slipchenko, Government deputy member.


KITAMURA, Kusuo (Japanese), Counsellor, Permanent Delegation of Japan to the international organisations in Geneva; accompanying Mr. Aoki, Government representative.

KLUŠÁK, Milan (Czechoslovak), Government observer; Envoy Extraordinary and Minister Plenipotentiary; Permanent Representative of the Czechoslovak Socialist Republic accredited to the European Office of the United Nations.
KOKO, David (Congolese (Leopoldville)), Government deputy member; official of the Ministry of Labour and Social Welfare.

KONDO, K. (Japanese), Correspondent in Europe of the Japan Federation of Employers’ Associations; substitute for Mr. Mishiro, Employer deputy member.

KONRÄD, Mrs. Edit (Hungarian), Government observer; First Secretary, Ministry for Foreign Affairs.

KUDO, Seiji (Japanese), Counsellor, Ministry of Labour; substitute for Mr. Mishiro, Employer deputy member.

KUNTSCHEI, Charles (Swiss), Employer deputy member; Honorary Secretary, Central Federation of Swiss Employers’ Associations.

LAGASSE, Raphaël, observer representing the International Organisation of Employers; Secretary-General of the I.O.E.; Secretary of the Employers’ group.

LASOCKI, George, representative of the Intergovernmental Committee for European Migration; Liaison Officer.

LE BAR, Pierre, representative of the United Nations Educational, Scientific and Cultural Organisation; Division of Relations with International Organisations.


LE GENISEL, Father André (Lebanese), Expert, Ministry of National Community Development.

LETTIS, Edwin (Peruvian), Government representative; Ambassador; Permanent Representative of Peru accredited to the international organisations in Geneva.

LICKI, Jerzy (Polish), Director, Labour and Wages Committee; substitute representative of the Government of Poland on the Governing Body.

LIPPE, Irvin S. (United States), United States Mission to the European Office of the United Nations and other international organisations in Geneva; accompanying Mr. Waline, Employers’ representative.


LUSINSINGH MEIJER, Miss A. F. W. (Netherlands), Government observer; Deputy Permanent Representative of the Netherlands accredited to the European Office of the United Nations.

MAIER, Herbert, accompanying Mr. Heyer, representing the International Confederation of Free Trade Unions.

MAINWARING, John (Canadian), Government representative; Labour Attaché, Canadian Embassy, Brussels.

MAISS, Albert (Congoles (Leopoldville)), accompanying Mr. Koko, Government deputy member.

MALIKOV, Aleksandr Sergeevich (U.S.S.R.), First Secretary, Ministry of Foreign Affairs; accompanying Mr. Borisov, Government representative.

MARTINEZ ESPINO, Félix (Venezuelan), Employer deputy member; Member, Managing Executive Committee, Venezuelan Federation of Chambers and Associations of Commerce and Production; Secretary-Consultant, Caracas Chamber of Commerce and the National Banking Association.

MECKURIA, Yosef (Ethiopian), Government deputy member; Director-General, Ministry of National Community Development.

MERMILLOD, Louis (French), International Relations Service, National Council of French Employers; accompanying Mr. Waline, Employers’ representative.

MEYE, François (Gabonese), Government representative; Minister of Labour.

MICHEV, Micho (Bulgarian), Government representative; Chairman, Labour and Wages Committee of the Council of Ministers.

MIGONE, Raúl C. (Argentine), Government deputy member; Ambassador Extraordinary and Plenipotentiary; Permanent Representative of the Republic of Argentina to the international organisations in Geneva.

MILLER, Cecil Charles Dudley (United Kingdom), Principal Assistant, International, British Employers’ Confederation; accompanying Sir George Pollock, Employers’ representative.

MISHIRO, Akio (Japanese), Employer deputy member; Chairman of the I.L.O. Committee, Japan Federation of Employers’ Associations.

MOCHI-ONORT, Manuzio (Italian), Chief, Bureau IV of the Vocational Training and General Labour Questions Department, General Confederation of Italian Industry; substitute for Mr. Campanella, Employers’ representative.

MONK, Albert E. (Australian), Workers’ representative; President, Australian Council of Trade Unions.

MOIR, Jean (Swiss), Workers’ representative; Secretary, Swiss Federation of Trade Unions; Vice-Chairman of the Governing Body.

NANDRUP DAHL, Karl (Norwegian), Secretary, Ministry of Social Affairs; accompanying Mr. Øksnes, Government deputy member.

NASR, Marwan (Lebanese), Employers’ representative; Executive Secretary, Association of Lebanese Industrialists.

NIELSEN, Einar (Danish), Workers’ representative; Vice-President, National Federation of Danish Trade Unions.


OCAMPO, Felicísimo (Philippine), Government deputy member; Chairman, Committee on Labour and Industrial Relations, House of Representatives.

OFURUM, H. M. (Nigerian), Employers’ representative; Shell-B.P. Petroleum Development Company of Nigeria Ltd.

ØKSNES, K. J. (Norwegian), Government deputy member; Permanent Secretary, Ministry of Social Affairs.

OXLEY, Alan John (South African), Government observer; Counsellor, Embassy of the Republic of South Africa, London.

PAMMETT, H. T. (Canadian), Executive Assistant, I.L.O. Branch, Department of Labour; accompanying Mr. Mainwaring, Government representative.

PARODI, Alexandre (French), Government representative; Ambassador; Vice-President of the Council of State; representative of the Government of France on the Governing Body; Chairman of the Governing Body (1962-63).

DI PASCA, Antonio (Uruguayan), Government deputy member; Minister Plenipotentiary; Permanent Representative of Uruguay to the European Office of the United Nations and the international organisations in Geneva.

PERAZZO, Gianni (Italian), Chief Inspector; Chief, International Labour Questions Division, Ministry of
Labour and Social Welfare; accompanying Mr. Ago, Government representative.

PERERA, J. A. T., M.B.E. (Malayan), Employer deputy member; Executive Vice-President, Malayan Planting Industries' Employers' Federation.

PÉREZ CHIRIBOGA, Marcial (Venezuelan), Second Secretary, Permanent Delegation of Venezuela in Geneva; accompanying Mr. Aguilar, Government deputy member.


POLLOCK, Sir George, Q.C. (United Kingdom), Employers' representative; Director, British Employers' Confederation.

PONGAULT, Gilbert (Congolese (Brazzaville)), Worker deputy member; General Secretary, Pan-African and Malagasy Union of Believing Workers.

PURPURA, Rosario (Italian), Director-General of Industrial Relations, Ministry of Labour and Social Welfare; substitute representative of the Government of Italy on the Governing Body.

RAE, Saul (Canadian), Permanent Representative and Ambassador of Canada to the European Office of the United Nations; accompanying Mr. Mainwaring, Government representative.

RAHMAN, Habibur (Pakistani), Government representative; Ambassador of Pakistan to Switzerland.

RHOODIE, Denys (South African), Principal Information Officer, Embassy of the Republic of South Africa, Berne; accompanying Mr. Oxley, Government observer.

RIANI, Ciodsmith (Brazilian), Worker deputy member.

RIFAAT, Mohammad Ali (United Arab Republic), Employers' representative; Member of the Board of Directors, Federation of Industries.

ROBINSON, Thomas H. (Canadian), Employer deputy member; Manager, Industrial Relations, Canadian International Paper Company.

RUSINOWA, Mrs. Maria (Polish), Chief of Section, Ministry of Foreign Affairs; accompanying Mr. Chajn, Government representative.

SAINTIGNY, Gabriel (French), Member of the Board, Association of Chemical Industries; accompanying Mr. Waline, Employers' representative.

SAMIL, Abdul Gani (Indonesian), Deputy Chief, Foreign Relations Division, Department of Labour; substitute for Mr. Godjali, Government deputy member.

SÁNCHEZ MADARIAGA, Alfonso (Mexican), Workers' representative; Mexican Confederation of Workers.

SCHLÖTFELDT, Walter (German, Federal Republic), Counsellor, Confederation of German Employers' Associations; accompanying Mr. Erdmann, Employers' representative.

SEDLÁK, Jaromír (Czechoslovak), Ministry of Foreign Affairs; accompanying Mr. Klusák, Government observer.

SEIDMAN, Bertrand (United States), Economist, Research Department, American Federation of Labor and Congress of Industrial Organizations; accompanying Mr. Paupl, Workers' representative.

SHITA, Salem Ali (Libyan), Worker deputy member.

SHKUNAEV, Vladimir Glebovich (U.S.S.R.), Deputy Chief of Section, World Economics and International Relations Institute, Academy of Sciences; accompanying Mr. Borisov, Government representative.

SKILMAN, John F. (United States), Special Assistant to the Secretary of Commerce; accompanying Mr. Weaver, Government representative.


SLIPCHENKO, Sergei Aleksandrovich (Ukrainian), Government deputy member; Vice-Minister of Foreign Affairs.


STORTI, Bruno (Italian), Worker deputy member; General Secretary, Italian Confederation of Workers' Unions.

TATA, Naval H. (Indian), Employers' representative; Director, Tata Industries Ltd.; Bombay; President, Employers' Federation of India.

THOMAS, Fritz (German, Federal Republic), Governmental Director, Federal Ministry of Labour and Social Affairs; substitute for Mr. Claussen, Government representative.

TOLBERT, Stephen (Liberian), Government representative; Secretary of Agriculture and Commerce.

TOMOV, Emil (Bulgarian), Secretary of Legislation, Ministry of Foreign Affairs; substitute for Mr. Mchiev, Government observer.

TUDOR, Valeriu (Rumanian), Third Secretary, Ministry of Foreign Affairs; accompanying Mr. Ilies, Government observer.

URANOVICZ, Imre (Hungarian), Third Secretary, Ministry of Foreign Affairs; accompanying Mrs. Konrád, Government observer.

VALLE, Henrique R. Jr. (Brazilian), Secretary of Embassy; accompanying Mr. Barboza-Carneiro, Government representative.

VANISTENDAEL, Auguste, observer representing the International Federation of Christian Trade Unions; General Secretary.

VÉGHC-GARZÓN, Carlos R. (Uruguayan), Employer deputy member; President, Uruguayan National Chamber of Commerce.

VERSCHUEREN, A. (Belgian), Employer deputy member; Director for Social Questions, Federation of Belgian Industries.

WAHID, Rida (Lebanese), Government representative; Director-General, Ministry of Labour and Social Affairs.

WAJID ALI, Syed (Pakistani), Employers' representative; President, Employers' Association of West Pakistan.

WAINE, Pierre (French), Employers' representative; Member of the Governing Board, National Council of French Employers; Vice-Chairman of the Governing Body.

WEAVER, George L. P. (United States), Government representative; Assistant Secretary of Labor for International Affairs, Department of Labor; representative of the United States Government on the Governing Body.

WEISSLER, Gerhard (Austrian), Worker deputy member; Chief of Section, Austrian Federation of Trade Unions.
WILLIAMS, Gordon, representative of the International Monetary Fund; Special Representative to the United Nations.

WILSON, A. Dashward (Liberian), Chairman, Labour Practices Review Board; substitute for Mr. Tolbert, Government representative.

YATES, Lamartine, representative of the Food and Agriculture Organisation of the United Nations; Regional Representative in Europe.

ZAMAN, S. W. (Indian), Government representative; First Secretary, Permanent Mission of India to the European Office of the United Nations and other international organisations in Geneva.

ZARRAS, J., representative of the United Nations; Chief of the Office of Social Affairs, European Office.

ZOFKA, Borek, Representative of the International Trade Secretariats in Geneva; accompanying Mr. Heyer, observer representing the International Confederation of Free Trade Unions.

ZOHRAB, B. D. (New Zealand), Government observer; Permanent Representative of New Zealand accredited to the European Office of the United Nations.
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