INTERNATIONAL LABOUR OFFICE

MINUTES

OF THE

169th SESSION

OF

THE GOVERNING BODY

GENEVA, 2-3 AND 30 JUNE 1967
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MINUTES OF THE 169th SESSION

The 169th Session of the Governing Body of the International Labour Office was held in Geneva on Friday, 2 June, Saturday, 3 June, and Friday, 30 June 1967.

The Governing Body was composed as follows:

Chairman: Mr. Aoki.

Government group:
- Argentina: Mrs. Zaefferer de Goyeneche.
- Canada: Mr. Haythorne.
- Chile: Mr. Huidobro.
- China: Mr. Cheng.
- Colombia: Mr. Oviedo.
- Ethiopia: Mr. Amede.
- France: Mr. Parodi.
- Federal Republic of Germany: Mr. Haenlein.
- Hungary: Mr. Bakonyi-Sebestyén.
- India: Mr. Mathew.
- Iraq: Mr. Kamil Yasseen.
- Italy: Mr. Ago.
- Japan: Mr. Kitamura.
- Malaysia: Mr. Manickavasagam.
- Philippines: Mr. Brillantes.
- Senegal: Mr. Diop.
- Sierra Leone: Mr. Davies.
- U.S.S.R.: Mr. Goroshkin.
- United Arab Republic: Mr. Aboualam.
- United Kingdom: Mr. Morgan.
- United States: Mr. Weaver.
- Venezuela: Mr. Ramírez MacGregor.
- Yugoslavia: Mr. Tabor.

Employers' group:
- Mr. Andriantsitohaina.
- Mr. Bergenström.
- Mr. Erdmann.
- Mr. Georget.
- Mr. Neilan.
- Mr. Ofurum.
- Sir George Pollock.
- Mr. Salvi.
- Mr. Tata.
- Mr. Wajid Ali.
- Mr. Waline.
- Mr. Yllanes Ramos.

Workers' group:
- Mr. Abid Ali.
- Mr. Bolin.
- Mr. Borha.
- Lord Collison.
- Mr. Ben Ezeddine.
- Mr. Faupl.
- Mr. Haraguchi.
- Mr. Monk.
- Mr. Möri.
- Mr. Morris.
- Mr. Pimenov.

The following regular representative was present only at the sittings held on 30 June 1967:

Government group:
- Philippines: Mr. Inocentes.

The following regular members were absent during the whole session:

Government group:
- Cameroon.

Employers' group:
- Mr. Martínez-Espino O.
- Mr. Nasr.
- Mr. Végh Garzón.

The following deputy members, or substitute deputy members, were present at all or some of the sittings:

Government group:
- Australia: Mr. Hill.
- Byelorussia: Mr. Shel dov.
- Chad: Mr. Kadi.
- Kenya: Mr. Obimbo.
- Mexico: Mr. de Santiago López.
- Morocco: Mr. Rekiouak.
- Pakistan: Mr. Power.
- Peru: Mr. Encinas del Pando.
- Sweden: Mr. Åström.
- Uruguay: Mr. Magariños de Mello.

Employers' group:
- Mr. Ghayour.
- Mr. Fennema.
- Mr. Ghali.
- Mr. Robinson.
- Mr. Phiri.
- Mr. Gonzales Blanco.
- Mr. Montt Balmaceda.
- Mr. Al-Hilli.
- Mr. Bastid.
- Mr. Desmaison.
- Mr. Rifaat.
- Mr. Yoshimura.
- Mr. Zemmouri.
Workers' group:

- Mr. Kane
- Mr. González Navarro
- Mr. Coppo
- Mr. Sánchez Madariaga
- Mr. Shita
- Mr. De Bock
- Mr. Hernandez
- Mr. Mercado
- Mr. Khoury
- Mr. Weissenberg
- Mr. Thondaman
- Mr. Rasolo
- Mr. Fogam

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

- Brazil: Mr. Cumplido
- Czechoslovakia: Mr. Pavlík
- Iran: Mr. Azimi
- Ireland: Mr. O’Carroll
- Netherlands: Miss Lunsingh Meijer
- Nigeria: Mr. Chukwumah
- Rumania: Mr. Mitran
- Turkey: Mr. Aksoy

The following persons were also present:

- Mr. Morse, Director-General of the International Labour Office
- Mr. Jenks, Principal Deputy Director-General
- Mr. Ammar, Deputy Director-General
- Mr. Yalden-Thomson, Assistant Director-General
- Mr. Blanchard, Assistant Director-General
- Mrs. Figueroa, Assistant Director-General
- Mr. Riches, Treasurer and Financial Comptroller
- Mr. Majid, Assistant Director-General

Representatives of international intergovernmental organisations:

- United Nations: Mr. Fletcher
- Office of the United Nations High Commissioner for Refugees: Mr. Sadry
- United Nations Development Programme: Mr. Etchats
- World Health Organisation: Mr. Fedele
- International Monetary Fund: Mr. Jones
- General Agreement on Tariffs and Trade: Mr. Sobels
- Organisation of American States: Mr. Migone
- Council of Europe: Mr. Sur
- High Authority of the European Coal and Steel Community: Mr. Danis
- European Economic Community: Mr. Nicolas
- Intergovernmental Committee for European Migration: Mr. Natale
- League of Arab States: Mr. El-Ashmawi

Representatives of international non-governmental organisations:

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

Substitutes and advisers:

- Mrs. Afnan, accompanying Mr. Kamil Yasseen
- Mr. Al-Wakil, substitute for Mr. Kamil Yasseen
- Mr. Arcaya, accompanying Mr. Ramírez MacGregor
- Mr. Aslangan, accompanying Mr. Goroshkin
- Miss Barnett, substitute for Mr. Hill
- Mr. Becerra, accompanying Mr. Natale
- Mr. Beesley, accompanying Mr. Haythorne
- Mr. Bengtsson, substitute for Mr. Áström
- Mr. Bhatti, substitute for Mr. Power
- Mrs. Bidart de Lópe, substitute for Mr. Magaños de Mello
- Mrs. de Bois, accompanying Mr. Fletcher
- Mr. Borisov, substitute for Mr. Goroshkin
- Mr. Borschchevsky, substitute for Mr. Sheldon
- Mr. Chandrasekharan, accompanying Mr. Lagasse
- Mr. Cordero Ceballos, accompanying Mr. Ramírez MacGregor
- Mr. Cottafavi, accompanying Mr. Agó
- Mr. Cubillos, substitute for Mr. Huidobro
- Mrs. Dall, accompanying Mr. Bergenström
- Mr. Delwart, accompanying Mr. Migone
- Mr. Dumont, substitute for Mrs. Zaefferer de Govenche
- Mr. Ewerlof, substitute for Mr. Áström
- Mr. Fahim, substitute for Mr. Aboualam
- Mr. Fishburn, accompanying Mr. Weaver
- Mr. García Martínez, accompanying Mr. Lagasse
- Mr. Gilbert, substitute for Mr. Neilan
- Mr. Gopinathi, substitute for Mr. Mathew
- Mr. Grita, accompanying Mr. Agó
- Mr. Hanmar, accompanying Mr. Bergenström
- Mr. Hauck, substitute for Mr. Pavlid
- Mr. Houzer, accompanying Mr. Haythorne
- Mr. Ilíc, substitute for Mr. Tabor
- Miss Ilíc, accompanying Mr. Tabor
- Mr. Jachek, accompanying Mr. Pavlík
- Mr. James, accompanying Mr. Morgan
- Mr. Kanæv, accompanying Mr. Pimenov
- Mr. Kary, accompanying Mr. Azimi
- Mr. Kobushko, accompanying Mr. Goroshkin
- Mr. Kocsis, accompanying Mr. Bakonyi-Sebestyén
- Mr. Kobiogi, accompanying Mr. Aoki
- Mr. Labraun, substitute for Mr. Huidobro
- Mr. Lawyer, substitute for Mr. Weaver
- Mr. Lee Yan, substitute for Mr. Cheng
- Mr. Lee Yen-ping, substitute for Mr. Cheng
- Mr. Lennuyeux-Comnène, accompanying Mr. Parodi
- Mr. Lindberg, accompanying Mr. Áström
- Mr. Lópe Guevara, substitute for Mr. Oviedo
- Miss López Ortega, substitute for Mr. de Santiago López
- Mr. Low, accompanying Mr. Erdmann
- Mr. Maier, accompanying Mr. Heyer
- Mr. Mainwarling, substitute for Mr. Haythorne
- Mr. Malikov, accompanying Mr. Goroshkin
- Mr. de Merlis, accompanying Mr. Haythorne
- Mr. Mermillo, substitute for Mr. Waline
- Mr. Mikoleit, accompanying Mr. Haenlein
- Mr. Miller, substitute for Sir George Pollock
- Mr. Mochi-Onori, accompanying Mr. Salvi
- Mr. Mohamed Sider bin Ta'al, substitute for Mr. Manickavasagam
- Mr. Nagy, substitute for Mr. Bakonyi-Sebestyén
- Mr. Nakamura, accompanying Mr. Aoki
- Mr. Nogueira Filho, accompanying Mr. Cumplido
Mr. Oechslin, accompanying Mr. Lagasse.
Mr. Pachachi, accompanying Mr. Kamil Yasseen.
Mr. Panikkar, accompanying Mr. Boglietti.
Mr. Persons, accompanying Mr. Weaver.
Mr. Purpura, substitute for Mr. Ago.
Mr. Rae, substitute for Mr. Haythorne.
Mr. Renaud, accompanying Mr. Fennema.
Miss Renault, accompanying Mr. Waline.
Miss Reyes, substitute for Mr. Brillantes.
Mr. Ribeiro, accompanying Mr. Cumplido.
Mr. Schlofleldt, substitute for Mr. Erdmann.

Mr. Sidibé, substitute for Mr. Diop.
Mr. Solari Swayne, substitute for Mr. Encinas del Pando.
Mr. Solorzano Calderón, substitute for Mr. Ramírez MacGregor.
Mr. Thomas, substitute for Mr. Haenlein.
Mr. Urrutia, substitute for Ms. Zaefferer de Goyeneche.
Mr. Wachob, accompanying Mr. Weaver.
Mr. Walsh, accompanying Lord Collison.
Mr. Weemaes, accompanying Mr. Hill.
MINUTES OF THE FIRST SITTING
(168th Session)
(Friday, 2 June 1967—10.15 a.m.)

The Governing Body was composed as follows:

Chairman: Mr. Aoki.

Mr. Abid Ali, Mr. Aboualam, Mr. Aga, Mr. Amede, Mr. Andriantsitohaina, Mr. Bakonyi-Sebestyén, Mr. Beerman, Mr. Bergensström, Mr. Bolin, Mr. Borha, Mr. Borisov, Mr. Brillantes, Mr. Cheng, Lord Collison, Mr. Davies, Mr. Erdmann, Mr. Ben Ezeddine, Mr. Fausti, Mr. Georget, Mr. Götspinath, Mr. Haenelein, Mr. Haraguchi, Mr. Hauck (replaced during part of the sitting by Mr. Lennuyeux-Comnène), Mr. Huidobro, Mr. Kamil Yasseen, Mr. Kitamura, Mr. Mainwaring, Mr. Miller, Mr. Mohamed Sidek bin Ta’at, Mr. Monk, Mr. Morgan, Mr. Möri, Mr. Morris, Mr. Neilan, Mr. Ojuriun, Mr. Oviedo, Mr. Pimenov, Mr. Ramirez-MacGregor, Mr. Salvi, Mr. Tabor, Mr. Tata, Mr. Wajid Ali, Mr. Waline, Mr. Weaver, Mr. Yllanes Ramos, Mrs. Zaefferer de Goyeneche.

Absent: Mr. Diop.

Opening of the Session

The Chairman opened the session and welcomed all those present.

First Item on the Agenda: Approval of the Minutes of the 168th Session

Subject to the insertion of the correction received¹, the Governing Body approved the minutes of the 168th Session.

Seventeenth Item on the Agenda: Report of the Director-General

Fourth Supplementary Report

Designation of a Principal Deputy Director-General

The Chairman expressed his deep satisfaction at the Director-General’s intention of designating Mr. C. Wilfred Jenks as Principal Deputy Director-General. Mr. Jenks’s ability and integrity were well known, and the Governing Body would doubtless be unanimous in approving the appointment.

Mr. Davies recalled how the developing countries, by supporting Mr. Morse’s recent reappointment as Director-General, had paid tribute both to his activity on their behalf and to his constant devotion to I.L.O. ideals. Today, thanks to the Director-General’s own very considerable initiative, an opportunity arose to honour one whose merits made him stand out, and accordingly he warmly endorsed the proposed appointment of Mr. Jenks to the post of Principal Deputy Director-General.

Mr. Aga expressed the Government group’s unanimous support for the proposal. A distinguished legal scholar, a prolific writer, an internationalist of world renown, Mr. Jenks had devoted 35 years—his entire professional life—to the service of an organisation which had not been in existence much longer than that.

His legal genius had enabled the I.L.O. to overcome many difficulties; he had, through his travels, made its presence felt in all parts of the world; and, last but not least, the Organisation’s activities in defence of freedom of association would have been quite impossible without him.

Mr. Jenks’s presence in the second highest Office position would, he felt confident, be a guarantee of the Organisation’s future success.

Mr. Morgan, as United Kingdom Government representative, took keen pleasure in supporting the proposed designation. Deserved recognition would thus be given to the pragmatic intellectual who over the years had made such an outstanding contribution towards developing and refining the procedures which made the I.L.O. unique among international organisations—particularly those relating to the application of standards adopted by the International Labour Conference. Mr. Jenks’s role in bringing about what might be termed the entry of the rule of law into the field of social conflict was now a matter of historic record.

Mr. Ramirez-MacGregor had a very special reason for supporting the Director-General’s proposal. In 1936, with the emergence of new, socially oriented political forces in Latin America generally and Venezuela in particular, his country under its new leadership had moved to strengthen its ties with the I.L.O. and to secure the Organisation’s help in developing a social policy designed to benefit the masses to whom the very concept of social justice had until then meant nothing; and the I.L.O. adviser who, with his vision, vast technical competence and scrupulous objectivity, had drawn up a draft which had formed the basis for the 1938 labour regulations had been none other than Mr. Jenks. While he had since risen step by step to the highest rungs in the I.L.O. hierarchy, Mr. Jenks had a special claim to the gratitude of Venezuela for the impetus he had provided both for the Government’s policy and for the growth of the infant trade union movement in those early days.

Mr. Weaver paid tribute to Mr. Jenks’s resourcefulness and, beyond that, to the universal and far-ranging quality of his genius, which further enhanced the value of his services to the Organisation. A living link with the League of Nations, Mr. Jenks was nevertheless not bound by the past; his appointment as Principal Deputy Director-General, which the United States Government and the speaker personally warmly welcomed, would be a guarantee of the I.L.O.’s ability to cope with the new and increasingly complex problems which would face it in the future.

¹ This correction affects only the French text.
Mr. Mori expressed the worker members' support of the Director-General's proposal. It was most fitting that the post of Principal Deputy Director-General, which was an essential link in the I.L.O. chain of command, should be filled, as was now proposed, by one who had served the Organisation not only long but well, and whose loyalty and competence fully warranted this recognition.

Mr. Waline associated the employer members with the tributes unanimously paid to Mr. Jenks's vast knowledge, nimble mind and powers of imagination. While they had not always agreed with his views, they had found that discussions with him invariably revealed certain aspects of problems of which they themselves had not been fully aware.

Having known Mr. Jenks personally from the beginning, he could assert that, while 35 years of service in itself meant nothing, 35 years of Mr. Jenks's activity was quite another matter.

It was right that the Director-General, who had recently accepted reappointment for a further period of office, should wish to share his increasingly heavy burden with one in whom he could have full confidence and who, with him, constituted a uniquely harmonious top-level team within the family of international organisations.

The employers' group accordingly welcomed and wholeheartedly supported the Director-General's proposal.

Mr. Borisso—more from a desire not to make Mr. Jenks feel uncomfortable than from any fear that too much praise might somehow convince him of his own infallibility—said that he did not propose to comment further on his outstanding qualities, which previous speakers had so ably described. Rather than qualities, he would stress deeds—the hard work done over the years by Mr. Jenks, together with the Director-General, in helping the Organisation to adjust to fundamental world changes, to find agreed solutions to the problems which arose, to improve the I.L.O.'s operation and to promote international co-operation for the problems which had been said. He thanked the Director-General for this renewed mark of confidence and the Governing Body for the manner in which it had endorsed that confidence. Whatever he might have been privileged to do in and for the I.L.O. had been made possible by four things.

First among these had been the confidence which he had been privileged to have placed in him by the Director-General, and by all his predecessors in office from Albert Thomas onwards—by Albert Thomas only during the closing months of his life, but in ever-increasing measure across the years by Harold Butler, John Winant, Edward Phelan and David A. Morse.

Second among them had been the constant co-operation and comradeship of colleagues of successive generations and of every rank in the service, from his first chief, Jean Morellet, to his colleagues of today. He trusted that none of them would regard it as presumptuous of him to interpret the Governing Body's decision as essentially a recognition of the vital importance, for both the immediate and the distant future of world organisation, of the tradition of public service, which those who had spent their lives in the I.L.O. had always regarded as their paramount obligation.

Third among them had been the confidence and friendship of members of the Governing Body and delegates to the International Labour Conference, coming from all five continents with a diversity of philosophies and interests which mirrored the whole world but with a common faith in the purpose and mission of the I.L.O. The mutual confidence which existed among those who served the I.L.O. and the representatives of those whom the I.L.O. existed among those whom the I.L.O. existed for this renewed mark of confidence and the Governing Body for the manner in which it had endorsed that confidence. Whatever he might have been privileged to do in and for the I.L.O. had been made possible by four things.

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Third among them had been the confidence and friendship of members of the Governing Body and delegates to the International Labour Conference, coming from all five continents with a diversity of philosophies and interests which mirrored the whole world but with a common faith in the purpose and mission of the I.L.O. The mutual confidence which existed among those who served the I.L.O. and the representatives of those whom the I.L.O. existed to serve had always been the keystone of the unity and strength of the Organisation.

Last, but not least, he begged leave to mention a more intimate matter—the measure in which the understanding and sacrifices of his wife and family had freed his energies for service on behalf of the I.L.O.
Mr. Weaver supported the proposal that the Governing Body should receive law and practice reports or more detailed proposals on the three topics listed in the Office paper. He hoped that there would not be more than four technical items altogether on the agenda of the 53rd (1969) Session of the International Labour Conference. His own order of preference as between those now suggested was: (2) special youth employment and training schemes for development purposes; (2) minimum wage-fixing machinery and related problems, with special reference to developing countries; and (3) holidays with pay.

Mr. Rekiouak, who had subscribed to the principle of Mr. Jenks’s appointment as Principal Deputy Director-General, said he regretted that the late circulation of the proposal had compelled him, as on previous occasions, to take up a position without having had an opportunity to ascertain his Government’s views. In the interests of efficiency Governing Body papers dealing with important matters should be circulated in time to enable members to consult their governments before the Governing Body was called on to take a decision.

As regards the agenda of the 53rd (1969) Session of the Conference, priority should be given to the item on minimum wage-fixing machinery and related problems, with special reference to developing countries. Existing I.L.O. instruments on the subject merely laid down general principles which took no account of special national conditions. It was therefore essential that the problem should now be studied in the light of economic and social conditions in the developing countries. Special consideration should be given to methods of adjusting the minimum wage to the level of economic growth, with a view to establishing a proper balance between living standards and economic development needs. Account should also be taken of the relationship between wages and prices and the close link between wage problems and industrialisation problems in developing countries.

The Chairman said that it was not always possible to notify members in advance of the matters to be discussed. It was he himself, as Chairman of the Governing Body, who had asked that the proposal concerning Mr. Jenks’s appointment should be included in the order of business of the present sitting.

Mr. Hill took the opportunity to join other Government representatives in congratulating Mr. Jenks on his appointment.

While supporting Mr. Weaver’s general comments on the proposed agenda of the 53rd (1969) Session of the Conference, he attributed priority to the item on minimum wage-fixing. By and large the items proposed—in particular that on holidays with pay, though admittedly it was ripe for discussion—were hardly inspiring subjects for the Conference to deal with in the I.L.O.’s 50th anniversary year. Moreover, the item relating to youth employment and training schemes had certain delicate aspects, and its discussion might lead to difficulties for a number of governments, including his own.

Mr. Davies supported the proposal in paragraph 24 of the Office paper and favoured the order of priority suggested by Mr. Weaver.

Mr. Mørå observed that Mr. Rekiouak had raised the question of the authority to which Government representatives on the Governing Body were responsible. In his view paragraphs 1 and 2 of article 7 of the Constitution meant that they were responsible to the Government electoral college of the Conference as a whole. In any event this was an important question which called for clarification and on which a paper might usefully be submitted to the Governing Body.

With regard to the agenda of the 53rd (1969) Session of the Conference, the Workers supported the proposal in paragraph 24. It should not be unduly difficult to prepare law and practice reports on all three topics, since two of them had already been the subject of much study and discussion in the I.L.O.

Mr. Power also approved of the three items listed; his order of preference was the same as Mr. Weaver’s. The question of special youth employment and training schemes for development purposes should rank first because youth problems were of great concern to all countries, developing or advanced. Minimum wage fixing should have second place, in view of the preparatory work which had been done and the need of the developing countries for guidance. Holidays with pay should come last; though it had also been the subject of much preparatory work and warranted retention on that ground, it was, as Mr. Hill had said, not a very inspiring topic.

Mr. Wainwright expressed the Employers’ support for the proposal in paragraph 24.

Mr. Borisov shared Mr. Rekiouak’s views concerning the need for earlier circulation of Governing Body papers. It mattered little whether article 7 of the Constitution meant that Government representatives were responsible to their governments alone or to the Government electoral college of the Conference. Even in the latter case they would have to consult both their own governments and the other Government representatives on the Governing Body. Some means must be found of giving Government representatives information on all important questions of principle before they left their home countries to attend the Governing Body session at which those questions were to be discussed. At the present session a paper concerning another question of this kind—namely the
proposed joint inspection unit for organisations in the United Nations family—had not been submitted to the Financial and Administrative Committee until the latter was actually sitting.

As regards the agenda of the 53rd (1969) Session of the Conference, the arguments advanced in the Office paper justified the need for further consideration of all three items. The Governing Body should also receive at its 170th Session a report on the rights of trade union representatives at all levels, including the level of the workplace, in view of the time which had elapsed since the adoption by the Conference in 1961 of the resolution concerning freedom of association and the protection of the right to organise, including the protection of representatives of trade unions at all levels, in which the preparation of such a report had been requested in order to permit the Governing Body to consider the possibility of including this question in the agenda of an early session of the Conference. In the light of the four reports submitted to it the Governing Body could select the most suitable items for inclusion in the agenda of the 53rd (1969) Session of the Conference.

Moreover, at its May-June sessions, when considering the agenda of future Conference sessions, the Governing Body should have before it a list of the various subjects which the Conference itself, Industrial Committees and international trade union organisations had recommended in recent years for inclusion in the agenda of sessions of the Conference. That would enable the Governing Body to take due account of all the wishes expressed.

Mr. Monk felt that Mr. Hill's remarks concerning holidays with pay had been motivated by the situation in Australia, where, even though the whole labour force had asked for the annual leave period to be increased from three to four weeks for all workers, the federal Government had refused to grant such an increase to its own employees and had consistently opposed the efforts of state governments and private employers to grant four weeks' annual leave to their staff.

Mr. Haeblein supported the proposal in paragraph 24. While all three items had merit, it was particularly important to take positive action on holidays with pay. The Holidays with Pay Convention, 1936 (No. 29), was urgently in need of revision, and the Holidays with Pay (Agriculture) Convention, 1952 (No. 101), which merely established the principle of such holidays in agriculture, should be supplemented so as to fix a minimum annual holiday period for agricultural workers.

Mr. Brilantes also supported the Office proposal. As regards, in particular, the item on minimum wage-fixing machinery and related problems, with special reference to developing countries, he felt that the relevant material should be prepared in close co-operation with the United Nations Conference on Trade and Development (U.N.C.T.A.D.), which was actively concerned with promoting the economic development of such countries, and with the United Nations Industrial Development Organisation (U.N.I.D.O.).

Mr. Aboualam agreed that the Governing Body should receive law and practice reports on the three topics mentioned in paragraph 24 and advocated the following order of priority: minimum wage-fixing machinery and related problems, with special reference to developing countries; special youth employment and training schemes for development purposes; and holidays with pay.

He fully supported Mr. Rekiouak's remarks concerning the circulation of Governing Body papers. Papers like that concerning the appointment of a Principal Deputy Director-General, which related to important matters of high policy and had political implications, should be distributed sufficiently in advance to enable Government representatives to consult their governments.

Mr. Eggermann (observer representing the International Federation of Christian Trade Unions) supported the Office proposal. The item on holidays with pay should cover the question of paid educational leave, in view of the studies and progress made in this field in various countries—including some developing countries—and of the resolution on the subject adopted by the International Labour Conference at its 49th (1965) Session.

Mr. Kadi agreed that the three items listed in paragraph 24, all of which were important, should be further considered by the Governing Body, and favoured the order of priority suggested by Mr. Weaver. Youth training was an acute problem in his country, where the I.L.O. was conducting studies on the training of office staff. Minimum wage fixing was a very difficult problem for countries which lacked qualified staff, and the I.L.O. could render great service in that regard. Holidays with pay, on the other hand, was a field in which many developing countries like his own were already ahead of the advanced countries.

As previous speakers had pointed out, Governing Body papers should be circulated early enough to enable Government representatives to consult with their governments.

Mr. Tabor supported the proposal in paragraph 24.

Mr. Shevlov concurred in the general view that the three proposed should be further considered at the 170th Session. The importance of special youth employment and training schemes was highlighted in the Office paper and had been stressed by speakers from the Government and Workers' groups; moreover, the Conference had adopted a resolution on the subject at its 50th (1966) Session. Six years had elapsed since the adoption by the Conference of a resolution concerning holidays with pay at its 45th (1961) Session, and the question was ripe for study. Lastly, there was scope for useful work on minimum wage fixing, and the meeting of experts on this subject scheduled for September-October 1967 might provide the foundation for further action.

Like Mr. Borisov, he hoped that it would be possible to provide the Governing Body with information on the rights of trade union representatives, in accordance with the freedom of association resolution adopted by the Conference in 1961, and he considered that the preparation of a list of the various subjects awaiting Conference action would assist the Governing Body in determining the agenda of sessions of the Conference and ensuring that important items were not overlooked.

Mr. Ramirez MacGregor considered that the question of holidays with pay, though listed first in paragraph 24, should have the lowest priority. It had already been exhaustively discussed in the I.L.O., and the principle of paid holidays was today undisputed. Moreover, while the Holidays with Pay Convention, 1936, was out of date in so far as it provided for a minimum of only six days' annual paid holiday, he knew of no country which today granted less than
two weeks' annual paid holiday. Any discussion of this matter would be likely to hinge solely on the question of whether the annual holiday period should be increased to three, four, or even five or six weeks—a difficult question on which opinions diverged widely.

In the circumstances it would be preferable to devote prior attention to the other two items, which raised more important questions of social policy and which had not yet been fully studied by the I.L.O. Minimum wage fixing was a highly topical subject of the keenest interest to advanced and developing countries alike. The right to a minimum wage was a corollary of the right to work, which was a basic constitutional right in all countries, but its implementation was a difficult matter. In his own country, for example, where the Labour Code contained such a provision and where the granting of a minimum wage was now a constitutional requirement, it had not yet been possible to translate the principle into practice in the absence of guidance based on experience. The time had therefore come for the I.L.O. to prepare an exhaustive study of minimum wage-fixing machinery and methods.

The question of special youth employment and training schemes was not only of world-wide interest, as had been pointed out. It was also closely related to the problem of non-manual workers, which was the theme of Part I of the Director-General's Report to the Conference at its forthcoming 51st Session.

The discussion was adjourned until later in the sitting.

SEVENTH ITEM ON THE AGENDA: REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

Mr. Borisov indicated that, for the reasons stated on previous occasions, he would not participate in the discussion and would not consider himself bound by the decisions taken.

The discussion was adjourned until later in the sitting.

NINETY-SIXTH REPORT

Introduction

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

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

The Governing Body adopted the recommendation in paragraph 14 (Case No. 496: Honduras) of the report.

Cases Which the Committee Considered Did Not Call for Further Examination

The Governing Body adopted the recommendations in paragraphs 38 (Case No. 483: Viet-Nam), 45 (Case No. 484: India), 56 (Case No. 489: Greece), 64 (Case No. 491: Ceylon) and 71 (Case No. 495: France (New Caledonia)) of the report.

Interim Conclusions in the Cases relating to the Congo (Kinshasa) (Case No. 468) and Mexico (Case No. 492)

The Governing Body adopted the recommendations in paragraphs 99 (Case No. 468: the Congo (Kinshasa)) and 132 (Case No. 492: Mexico) of the report.

CONCLUSIONS IN THE CASES RELATING TO SPAIN

(Cases Nos. 294, 397, 461, 497 and 507)

Mr. Mori said that the Workers, who wished to do their utmost to promote the application of I.L.O. principles and the achievement of I.L.O. aims relating to freedom of association in Spain, accepted in principle the recommendation in paragraph 29 of the report but reserved their right to take a final position in the light of the proposals which the Director-General would submit to the Governing Body at its 170th Session.

At the present stage they wished to emphasise that there must be no interruption of the action now in progress, especially in the Committee on Freedom of Association, and they required the following guarantees:

(a) the relationship between the questions mentioned in paragraph 28 of the report and the essential principles relating to freedom of association established by the International Labour Organisation would be interpreted in the widest sense;

(b) the study group would have complete and unrestricted access to all information;

(c) the choice of members of the study group would be left to the Director-General alone and to the Governing Body;

(d) the group would have the possibility of consulting freely with all persons or groups of persons who appeared to it to be capable of clarifying certain aspects of the problems under study, without any intervention from the Government or other authorities of Spain or of the Spanish African territories, as well as with the trade union internationals which had made complaints and even with the free Spanish trade unionists in exile or the General Union of Spanish Workers in Exile, the headquarters of which was in Toulouse;

(e) no person consulted or any member of his family would be the object of repressive measures because he had given information to the study group; and

(f) a full report of the findings of the studies would be published without government censorship.

The Workers would welcome an assurance that the Director-General proposed to seek those guarantees, which were essential to the carrying out of an impartial and independent study.

The Director-General confirmed that it was his intention to undertake the tasks mentioned in paragraph 29 on the basis outlined by Mr. Mori.

The Governing Body adopted the recommendation in paragraph 29 (Cases Nos. 294, 397, 461, 497 and 507: Spain) of the report.
SECOND ITEM ON THE AGENDA:
AGENDA OF THE 53RD (1969) SESSION
OF THE INTERNATIONAL LABOUR CONFERENCE
(concl.)

Mr. Äström considered that the Holidays with Pay Convention, 1936, should be revised as soon as possible, for if I.L.O. standards lagged behind world developments they might do more harm than good. As regards special youth employment and training schemes, there was an urgent need for the establishment of policy guidelines as a basis for I.L.O. operational activities. Lastly, minimum wage-fixing machinery was a subject which warranted early consideration by the Conference. For these reasons he supported the proposal in paragraph 24.

Mr. Amede also supported the proposal and favoured the order of priority mentioned by Mr. Weaver and others. At the same time he reminded the Governing Body of the remarks which he had made at the 167th Session (November 1966), during the discussion on the agenda of the 52nd (1968) Session of the Conference; these remarks were relevant to the discussion of the agenda of any Conference session. He took the opportunity of associating himself with the views expressed by the speakers who had supported Mr. Jenks's appointment as Principal Deputy Director-General.

Mr. Morgan, while agreeing that law and practice reports should be prepared on the three items listed, hoped that the Governing Body would select not more than two of them for inclusion in the agenda of the 53rd (1969) Session of the Conference and proposed the following order of priority: minimum wage-fixing machinery and related problems, with special reference to developing countries; special youth employment and training schemes for development purposes, and holidays with pay.

At the 165th Session (May 1966) he had suggested that the question of social security in developing countries should be considered for inclusion in the agenda of a future Conference session. At its recent meeting the Committee of Social Security Experts had made a similar suggestion—namely that the Governing Body should consider the possibility of including in the agenda of a future Conference session a social security subject of general scope and importance, such as the role of social security in social and economic development. While he would not press this matter in connection with the agenda of the 53rd (1969) Session, he hoped that the proposal would be taken into account on a future occasion.

Lord Collison felt it necessary to point out, in the light of certain remarks which had been made, that the question of holidays with pay had been before the Governing Body since 1961 and that, as indicated in the office paper, the survey of law and practice carried out in 1963 by the Committee of Experts on the Application of Conventions and Recommendations had confirmed that the existing Convention was out of date.

The suggestion that only two new technical items should be placed on the agenda of the 53rd (1969) Session could be discussed at the 170th Session, when the Governing Body would have to consider priorities.

The Governing Body adopted the proposal in paragraph 24 of the Office paper.

(The sitting closed at 12.50 p.m.)

Approved by the Governing Body at the first sitting of its 170th Session, held on 14 November 1967.

Roberto Ago,
Chairman.
MINUTES OF THE SECOND SITTING

(Friday, 2 June 1967—3.55 p.m.)

The Governing Body was composed as follows:

CHAIRMAN: Mr. Aoki.

Mr. Abid Ali, Mr. Abovalam, Mr. Amede, Mr. Andriantsihoavana, Mr. Bakonyi-Sebestyén, Mr. Beer­mann, Mr. Bergenström, Mr. Bolin, Mr. Borisov, Mr. Brillantes, Mr. Cheng, Lord Colisson, Mr. Davies, Mr. Erdmann, Mr. ben Ezzeddine, Mr. Faupl, Mr. George, Mr. Gobinath, Mr. Haenen, Mr. Haraguchi, Mr. Hauck, Mr. Kamal Yasseen, Mr. Kane, Mr. Kitamura, Mr. Larraín, Mr. Mainwaring, Mr. Miller, Mr. Mohamed Sidek bin Ta'at, Mr. Monné, Mr. Morgan, Mr. Mori, Mr. Morris, Mr. Neilan, Mr. Ofurum, Mr. Oviedo, Mr. Pimenov, Mr. Purpura, Mr. Ramirez MacGregor, Mr. Sabi, Mr. Tabor, Mr. Tata, Mr. Wajid Ali, Mr. Waline, Mr. Weaver, Mr. Yllanes Ramos, Mrs. Zaefferer de Goyeneche.

Absent: Mr. Diop.

THIRD ITEM ON THE AGENDA: REPORT OF THE MEETING OF MEMBERS OF THE COMMITTEE OF SOCIAL SECURITY EXPERTS

Mr. Mainwaring observed that the experts' review of I.L.O. social security activities—an item which had been added to the agenda originally proposed for the meeting following a suggestion which he had made at the 167th Session—had proved useful, since it had provided an opportunity for discussion of priorities.

As indicated in the Office paper, the meeting had attached the highest priority to technical co-operation and great importance to research, and it had also suggested that the International Labour Conference should therefore be exercised in attempting to embody this principle in a new instrument.

consideration to all the amendments submitted to the draft texts before it. Such a situation did not make friends for the I.L.O. among those who came to Geneva with the sincere expectation of doing sound and effective work. It was to be hoped that the Director-General would give some thought to these matters when undertaking the action described in paragraphs 13 to 16 of the Office paper.

Mr. Abovalam welcomed the statement in paragraph 16 that the Director-General was giving consideration to the inclusion of a social security item of general scope and importance in the agenda of a future Conference session, especially since the Sixth Meeting of African Ministers of Labour, held in Nairobi in May 1967, had adopted a resolution affirming the importance of social security both for workers and for the national economy.

Mr. Weaver could support the proposal in paragraph 17 of the Office paper but felt little enthusiasm for the experts' suggestion, mentioned in paragraph 4, that the new Convention concerning sickness benefits to revise the Sickness Insurance (Industry) Convention, 1927, and the Sickness Insurance (Agriculture) Convention, 1927, might provide for separate ratification in respect of the agricultural and non-agricultural sectors. Equal treatment for agricultural and industrial workers under social security schemes, even though it had not yet been achieved even in his own country, was nevertheless a goal towards which many countries were striving.

As regards paragraph 6, the principle that unemployment protection must form an integral part of a programme to provide full employment was certainly valid in advanced countries. However, it was not equally applicable to developing countries, where the unemployed and underemployed represented an excessively high proportion of the labour force. Caution should therefore be exercised in attempting to embody this principle in a new instrument.

Mr. Bergenström felt that Mr. Mainwaring's remarks had highlighted the I.L.O.'s extremely heavy workload in the field of social security. The suggestion, in paragraph 6 of Annex IV to the experts' report, that the I.L.O. should take part in the preparation and carrying out of social welfare projects was therefore somewhat disturbing, especially since it was not clear whether the terms "social welfare" and "social security" were synonymous or whether the former covered an entirely new field.

On the understanding that concrete proposals concerning the action mentioned in clause (c) of paragraph 17 would be submitted to the Governing Body later, he could support the proposal in that paragraph.

Mr. Yllanes Ramos also supported the proposal, but said that he wished to sound a note of warning. First, he shared Mr. Bergenström's concern regarding the suggestion that the I.L.O. should embark on social welfare projects. While the Organisation had a specific mandate in regard to social security, which

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1 See Minutes of the 167th Session of the Governing Body, eighth sitting, pp. 54-55.
2 See first sitting, p. 9.
was laid down in the Declaration of Philadelphia and reflected in existing Conventions, social welfare was a different field, whose scope and methods varied from country to country. Furthermore, action in this field might bring the I.L.O. into conflict with the United Nations Economic and Social Council.

As regards social security itself, he was somewhat preoccupied by Mr. Weaver's reference to the far-reaching concept of equal treatment for agricultural and industrial workers. The Social Security (Minimum Standards) Convention, 1952, in many of its provisions, was based on the general concept of social security at the national level and made no specific reference to industry or agriculture.

So far as the suggestions concerning research in paragraph 10 of the Office paper were concerned, the three topics mentioned—social security in agriculture, the role of social security in social and economic development, and medical care within the framework of social security—would clearly call for very careful consideration if the risk of vague and contradictory results were to be avoided.

A similar risk was inherent in the suggestion, mentioned in paragraph 12, that a social security subject of general scope and importance should be included in the agenda of a future Conference session. It would be most difficult for the Conference to deal with an item whose scope was not clearly defined by means of a list of concrete points for discussion, and the very vagueness of the formula used seemed to preclude any possibility of drawing up such a list.

On the other hand, as mentioned by Mr. Morgan at the previous sitting, the Conference might well consider a specific item relating to social security. However, it seemed that it would be unable to do so before 1970, since in 1969 it would already have on its agenda a social security item—viz. the revision of Conventions Nos. 24 and 25 concerning sickness insurance—carried forward from the 52nd (1968) Session for second discussion.

The meeting had rightly stressed the importance of co-ordination at the international level, of which the Ottawa Programme of Social Security Reform, mentioned in paragraph 9 of Annex IV to the report, was an excellent example.

Mr. Beermann was grateful to the experts for their comprehensive report, which showed that the I.L.O. still had a special function to perform in the social security field. However, he could not share the experts' view that, having regard to the situation in the developing countries, the adoption of a Convention dealing with family benefits should have priority over a revised Convention on unemployment protection. While the meeting had rightly pointed out that full social security was the best form of protection, the widespread belief that a high employment level made unemployment insurance less urgent had been disproved by experience in many countries, including his own, where a sudden change in economic conditions had led to unemployment.

The preparation of an instrument dealing with family benefits should therefore not be allowed to delay the revision of the Unemployment Provision Convention, 1934 (No. 44). Experience had shown that unemployment must be fought by increasing the occupational mobility of workers, in particular through vocational training and retraining. The experts' approach here was a sound one, and the revision of the Convention should tend towards an integrated concept of unemployment protection.

Lastly, the proposal in paragraph 17 (b) of the Office paper should be amended to provide for communication of the report to employers' and workers' organisations.

Mr. Morgan supported the proposal in paragraph 17.

As regards paragraph 15, although I.L.O. research undoubtedly met a need which could not be filled at the national level, care should be taken to maintain a proper balance in the allocation of staff and financial resources to research and technical co-operation, so that sufficient funds would be available to give effect to the conclusions resulting from research.

With reference to paragraph 16, I.L.O. research had hoped that, as he had mentioned at the previous sitting, the proposed Conference agenda item would relate to developing countries. 1

Mr. Borisov considered that the meeting had done useful work in one of the most important fields of I.L.O. action, and supported the proposal in paragraph 17.

It was idle, as he saw it, to pit technical co-operation against standard setting. Technical co-operation in the social security field ought undoubtedly to be developed, and part of the basis for such development lay in the various international instruments which together formed the international social security code.

Many of the existing instruments had been adopted as much as 30 years ago, and their revision was essential. Perhaps more frequent preparatory technical conferences might help to speed up the revision process. As indicated by Mr. Mainwaring, the Conference committee at the 50th (1966) Session, which had had a first discussion on the revision of the instruments relating to old-age, invalidity and survivors' benefits, had been unable to cover the ground thoroughly. A preparatory technical conference devoted entirely to such a discussion would certainly constitute a more satisfactory arrangement.

He seemed to remember that the Committee of Social Security Experts, at its meeting held in 1959, had included the Unemployment Provision Convention, 1934, among those whose revision it had proposed should be undertaken following the series to be dealt with at the 51st (1967) Session of the Conference. However, the present experts' report and paragraph 13 (b) of the Office paper now recommended a lower priority for the revision of that Convention. This was regrettable, and he urged, having regard in particular to Mr. Beermann's remarks, that the matter should be reconsidered. Reference was made, in paragraph 2 of Annex II to the report, to the difficulties which such a revision would raise because of the wide variety of unemployment benefit schemes; these, however, ought not to be insuperable. Indeed, both the 1959 meeting and the recent meeting of members of the Committee of Social Security Experts had felt that a number of provisions of the Convention afforded scope for revision.

Lord Collison commended the experts' report.

He agreed with those members of the Committee who had taken the view that sickness insurance should cover not only morbid conditions but also preventative medical care—a view that should be borne in mind in any future discussion of social insurance, social welfare and preventive measures. Sickness insurance should afford protection to all employees and their families, the cost being met from the

1 See first sitting, p. 9.
Mr. Beermann had already stressed the need for prevention of unemployment, in connection with which Mr. Beermann had already stressed the need for training and retraining, was a corollary. Over and above that, however, the need remained for unemployment benefits adapted to the stage of economic growth achieved in each country—and precisely because development levels varied it might sometimes be found desirable, particularly in countries where there was a large number of poorly paid workers, to give priority to family benefits, which were paid regularly whether or not the breadwinner was employed and thus offered a permanent means of supplementing low incomes.

Mr. Mainwaring had rightly drawn attention to the difficulties that had arisen in connection with the revision of social security instruments, and Mr. Borisov had rightly suggested that preparatory technical conferences might help to improve the situation. In any event, revision of these instruments was a highly important task which might well be carried out concurrently with, or immediately following, the preparation of the studies mentioned in paragraph 10 of the Office paper.

Mr. Bergenström and Mr. Yllanes Ramos had referred to social welfare, and the latter had seemed to imply that this was not the concern of the I.L.O. It was in fact very difficult to draw the line between social security and social welfare. Certain of the tasks laid down in the Preamble to the Constitution—viz. “the protection of the worker against sickness, disease and injury arising out of his employment, the protection of children, young persons and women, provision for old age and injury . . .”—and that mentioned in section III (f) of the Declaration of Philadelphia (“the extension of social security measures to provide a basic income to all in need of such protection and comprehensive medical care”) came under both headings. Social welfare was therefore clearly within the I.L.O.’s terms of reference. The principle of equal treatment for agricultural and non-agricultural workers, though admittedly difficult to apply in some cases, should be firmly maintained, and he fully endorsed Mr. Weaver’s remarks in that connection.

Mr. Monti Balmaceda, referring to paragraph 11 of the Office paper, commended the meeting for having urged that I.L.O. experts on mission should make contact with employers’ and workers’ organisations—a recommendation which was particularly welcome in the light of the reservations expressed on that point by a Government representative in the Committee on Operational Programmes. Co-operation of this kind could help to make tripartism a living force in all member States. Latin American employers considered it particularly desirable with respect to social security, in view of their sizeable contribution to the cost of social security and their keen interest in the development of private schemes, which often successfully replaced state schemes.

Mr. Power supported the proposal in paragraph 17 of the Office paper. The Government of Pakistan was fully convinced of the usefulness of social security schemes and was doing its best to introduce them. However, it would be unrealistic to expect that the wide gap between the advanced and developing countries in this field would soon be closed. For example, the introduction of social security schemes in agriculture was out of the question in many developing countries, including his own, at the present time; and while workers in those countries naturally wished to secure as soon as possible conditions on a par with those of the advanced countries, care should be taken not to raise unduly high hopes or to undertake commitments which could not be met. From this point of view the suggestion mentioned in paragraph 12 of the Office paper—namely that there should be a free exchange of views among the three groups without the pressure of having to establish an international Convention—was an excellent one. A discussion of this kind would be particularly desirable at the regional level since it would provide a valuable basis for subsequent consideration of certain social security questions by the International Labour Conference. It would accordingly be useful if at the Sixth Asian Regional Conference of the I.L.O. there could be an exchange of views on the experience of Asian countries with respect to social security schemes.

The representative of the Director-General (Dr. Ammar, Deputy Director-General), replying to the discussion, agreed that paragraph 17 (b) should be amended as suggested by Mr. Beermann.

Mr. Morgan could rest assured that the I.L.O. would not expand research at the expense of technical co-operation and standard setting. Indeed, its aim in intensifying research was to improve its work in these two fields. Research was particularly important in the case of social security owing to the complexity of the problems and their far-reaching financial implications.

Some speakers had mentioned the priority given respectively to family benefits and unemployment benefits. The meeting did not appear to have entered into the merits of either, though its concern with the problems of developing countries had led it to consider that family benefits might be given priority in such countries. The Governing Body was not, however, bound by the experts’ view and would be free to take whatever decision it deemed fit with respect to priorities in the light of the proposals subsequently submitted to it by the Director-General.

With respect to paragraph 6 of Annex IV, to which Mr. Bergenström and Mr. Yllanes Ramos had referred, he inclined to Lord Collison’s view that it would be extremely difficult to separate social security from social welfare. A detailed analysis would at least reveal a close interrelationship between the two. The experts had been concerned with the need to co-ordinate the I.L.O.’s work on social security with that being taken throughout the world, especially by the United Nations, in respect of social welfare. In fact, as indicated in paragraph 6 of Annex IV, this question had arisen in connection with a meeting of ministers of social welfare that was to be convened in 1968 under the terms of a resolution of the Economic and Social Council of the United Nations. The experts had asked that the I.L.O. should be represented at the meeting and make a contribution to its work. That would provide an opportunity for giving a clear explanation of the I.L.O.’s role in the social security field with a view to promoting the co-ordination desired and avoiding confusion.

Mr. Weaver had referred to the difficulty of extending social security to agriculture; this was, of course, a matter which called for extremely careful consideration.
As regards the revision of social security instruments, it might be possible to avoid some of the difficulties mentioned by Mr. Mainwaring through appropriate action prior to the discussion of the matter by the International Labour Conference, in the form of sound research, thorough groundwork by the Office and, possibly, preparatory technical meetings.

**The Governing Body adopted the proposal in paragraph 17 of the Office paper, subject to the insertion of the words “and through them to employers’ and workers’ organisations” after “Organisation” in clause (b).**

**FOURTH ITEM ON THE AGENDA: REPORT OF THE COMMITTEE ON FREEDOM OF ASSOCIATION AND RECOMMENDATIONS**

Mr. Borisov was gratified to note from paragraph 3 of the Office paper that the Committee was endeavouring to improve its procedures. He said that he would revert to this matter at the 51st Session of the International Labour Conference, during the detailed discussion of the Committee’s report.

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

**SEVENTH ITEM ON THE AGENDA: REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION (cont.)**

**NINETY-SEVENTH REPORT**

**Introduction**

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

**Conclusions in the Case relating to Greece (Case No. 519)**

Mr. Môri, on behalf of the Worker members, asked that in view of the importance of this case the recommendations in paragraph 19 of the report, together with some brief introductory remarks, should be communicated to the Greek Government by telegram.

It was so decided.

The Governing Body adopted the recommendations in paragraph 19 (Case No. 519: Greece) of the report.

**NINETY-EIGHTH REPORT**

**Introduction**

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

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

The Governing Body decided that, for the reasons indicated in paragraph 10 of the report, the complaints referred to in paragraphs 11 and 12 were not receivable under the procedure in force.

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

The Governing Body adopted the recommendation in paragraph 17 (Case No. 518: Colombia) of the report.

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1 See first sitting, p. 8.

**Cases Which the Committee Considered Did Not Call for Further Examination**

The Governing Body adopted the recommendations in paragraphs 27 (Case No. 353: Greece), 63 (Case No. 358: Mexico) and 76 (Case No. 453: Greece) of the report.

**Definitive Conclusions in the Cases relating to Panama (Case No. 349), Costa Rica (Case No. 444), the Sudan (Case No. 494) and Nicaragua (Case No. 511)**

The Governing Body adopted the recommendations in paragraphs 86 (Case No. 349: Panama), 92 (Case No. 444: Costa Rica), 99 (Case No. 494: the Sudan) and 107 (Case No. 511: Nicaragua) of the report.

**Interim Conclusions in the Cases relating to the Dominican Republic (Case No. 360), Brazil (Case No. 385), the United Kingdom (Aden) (Case No. 421), Cuba (Case No. 425), the Congo (Kinshasa) (Cases Nos. 437 and 500) and Argentina (Case No. 503)**

The Governing Body adopted the recommendations in paragraphs 120 (Case No. 360: Dominican Republic), 157 (Case No. 385: Brazil), 194 (Case No. 421: the United Kingdom (Aden)), 212 (Case No. 425: Cuba), and 230 (Cases Nos. 437 and 500: the Congo (Kinshasa)) of the report.

Mr. Fautrel, after evoking the generous welcome extended less than two years previously by the Government then in office in Argentina and by the Argentine workers’ and employers' organisations to the Governing Body members who had attended the First Session of the Inter-American Advisory Committee in Buenos Aires, expressed his deep sadness at the events which had given rise to Case No. 503, especially in view of his personal acquaintance with some of the imprisoned trade union leaders. Without wishing to prejudge the outcome of the case, he appealed to the Argentine Government to co-operate with the I.L.O. so that all concerned would receive fair treatment. While fully supporting the Committee’s recommendations, he reserved the right to comment further on the case.

Mrs. Zaefferer de Goyeneche remarked that the case in question, which did not relate specifically to trade union matters, was the subject of judicial proceedings in respect of which her Government had offered full guarantees, as was clear from its replies to the allegations of the complainants.

The Governing Body adopted the recommendation in paragraph 265 (Case No. 503: Argentina) of the report.

**SEVENTEENTH ITEM ON THE AGENDA: REPORT OF THE DIRECTOR-GENERAL (cont.)**

**FIFTH SUPPLEMENTARY REPORT**

**First Report of the Officers of the Governing Body**

**Invitation to the Mongolian People’s Republic to Be Represented by an Observer Delegation at the 51st (1967) Session of the International Labour Conference**

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

3 See first sitting, pp. 4-6.
Invitations to Regional Intergovernmental Organisations to Be Represented at the 51st (1967) Session of the International Labour Conference.

Council for Mutual Economic Assistance.

The Governing Body adopted the recommendation in paragraph 5 of the report.

Common Afro-Malagasy Organisation.

The Governing Body adopted the recommendation in paragraph 7 of the report.

SIXTH SUPPLEMENTARY REPORT
Reappointment of Members of the Appeals Board

Mr. Waline indicated that, for reasons well known to the Governing Body, the Employers would not participate in the consideration of this matter.

The Governing Body adopted the proposals in paragraph 7 of the report.

SEVENTH SUPPLEMENTARY REPORT
Second Report of the Officers of the Governing Body

Requests by International Non-Governmental Organisations to Be Represented by Observers at the 51st (1967) Session of the International Labour Conference.

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

FIRST SUPPLEMENTARY REPORT
Interpretation of Decisions of the International Labour Conference

The Governing Body took note of the report.

SECOND SUPPLEMENTARY REPORT
New I.L.O. Headquarters Building: Signature of the Contract with the Property Foundation for International Organisations

The Governing Body took note of the report.

THIRD SUPPLEMENTARY REPORT
Report on the Comprehensive Programme for the Adaptation and Intensification of I.L.O. Activities relating to Industrialisation

Mr. Bolin said that the report prepared for the International Labour Conference was interesting and important but that it would be difficult to reach definite conclusions at the present session of the Governing Body, having regard to the short time available and the need for more careful study of the report in the light of the Conference discussion and in conjunction with the reports prepared by the I.L.O. for the International Symposium on Industrial Development to be held at the end of 1967.

The report did less than full justice to the role of workers' and employers' organisations in industrial development. It should have stressed that strong occupational organisations and good industrial rela-

tions were an active force in the industrialisation process in both developing and advanced countries.

The Workers agreed that, as stated in the report, there should be close co-operation between the I.L.O. and the United Nations Industrial Development Organisation (U.N.I.D.O.) and hoped that the two organisations would soon work out practical arrangements which would resolve any outstanding problems of respective competence.

The report, and any related proposals which might be put forward by the Director-General, should be further considered by the Governing Body at an appropriate time.

Mr. Yllanes Ramos agreed that there was insufficient time for discussion of the report. Moreover, such a discussion would anticipate that which was shortly to take place in the wider and more appropriate forum of the International Labour Conference. The Governing Body should therefore merely take note of the report at this stage and consider it further at the 170th Session, together with the record of the Conference debate.

As one who had the I.L.O.'s interests at heart and was jealous of its reputation, he had been keenly disappointed in the report. Whereas U.N.I.D.O. was preparing serious studies and holding daily meetings, the I.L.O. had been content to produce a meagre brochure which was unworthy of the Organisation. If it wished to play an active part in the field of industrialisation, it must demonstrate its capacity to do so by producing something more substantial. The Governing Body expected more of the Office and was confident that the scope, content and trend of future studies would fulfil its expectations. In the meantime it was to be hoped that the Conference debate would provide the Governing Body, at its 170th Session, with a sounder and more constructive basis for effective action.

Mr. Borisov reminded members that the resolution concerning the role of the International Labour Organisation in the industrialisation of developing countries, adopted by the Conference at its 50th (1966) Session, had requested the Director-General and the Governing Body to work out plans for future I.L.O. action. However, in view of the limited time now available for thorough study of the matter, the Governing Body might confine itself to requesting the Director-General to submit to it at its 170th Session proposals relating to all aspects of the future I.L.O. work programme in the field of industrialisation that would take account of the Conference's discussion at its 51st (1967) Session and enable the Governing Body to give effect to the resolution adopted in 1966.

Mr. Brillantes, referring to Mr. Bolin's remarks, felt that it would be useful for the results of the International Symposium on Industrial Development to be brought to the attention of the Governing Body at its 170th Session, if available by then.

The Governing Body took note of the report.

SEVENTEENTH ITEM ON THE AGENDA: REPORT OF THE DIRECTOR-GENERAL

I. Obituary

Mr. Waline paid tribute to Dr. Alexandre Knob and Mr. Alfred Lambert-Ribot, two former Employer members of the Governing Body whose deaths were
announced in the report and both of whom he had known well—especially Mr. Lambert-Ribot, a leader whose example had been an inspiration to him. Mr. Lambert-Ribot had worked successively with Albert Thomas, Harold Butler and John G. Winant between 1921 and 1939 and had maintained a keen interest in the work of the I.L.O. up to the time of his death. His exceptional qualities of heart and mind had made it a privilege to know him, and warm thanks were due to the Director-General for having honoured his memory in fitting terms.

Mr. Möri associated the Worker members with the tribute to the two deceased.

The Governing Body requested the Director-General to convey its sympathy to the families of the late Mr. Alfred Lambert-Ribot and of the late Dr. Alexandre Knob.

Mr. Möri, on behalf of the Worker members, welcomed the entry of Barbados into the Organisation.

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

III. Composition of the Governing Body

IV. Progress of International Labour Legislation

V. Publications

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

(The sitting closed at 6 p.m.)

Approved by the Governing Body at the first sitting of its 170th Session, held on 14 November 1967.

Roberto Ago,
Chairman.
MINUTES OF THE THIRD SITTING
(Saturday, 3 June 1967—10.20 a.m.)

The Governing Body was composed as follows:

CHAIRMAN: Mr. Aoki.

Mr. Abid Ali, Mr. Aboualam, Mr. Amede, Mr. Andräntsiokaina, Mr. Beermann, Mr. Bergenström, Mr. Bolin, Mr. Borisov, Mr. Brillantes, Mr. Cheng, Lord Collison, Mr. Davies, Mr. Dumont, Mr. Erdmann, Mr. ben Essezedine, Mr. Faupl, Mr. George, Mr. Gopinath, Mr. Haenlein, Mr. Haraguchi, Mr. Kamel Yasseeen, Mr. Kane, Mr. Kilanura, Mr. Larrain, Mr. Lennyveux-Connè, Mr. Mainwaring, Mr. Mohamed Sidek bin Ta'at, Mr. Monk, Mr. Morgan, Mr. Mori, Mr. Morris, Mr. Nagy, Mr. Neelan, Mr. Ofurum, Mr. Ouédraogo, Sir George Pollock, Mr. Purpura, Mr. Ramirez MacGregor, Mr. Salvi, Mr. Tabor, Mr. Tata, Mr. Wajid Ali, Mr. Waline, Mr. Weaver, Mr. Yllanes Ramos.

Absent: Mr. Diop.

FIFTH ITEM ON THE AGENDA: REPORT OF THE MEETING OF EXPERTS ON PROGRAMMES OF ADJUSTMENT TO AUTOMATION AND ADVANCED TECHNOLOGICAL CHANGE

The Governing Body postponed consideration of this item to its 170th Session.

TENTH ITEM ON THE AGENDA: REPORT OF THE COMMITTEE ON STANDING ORDERS AND THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS

The Governing Body adopted the recommendation in paragraph 11 of the report.

ELEVENTH ITEM ON THE AGENDA: REPORT OF THE INTERNATIONAL ORGANISATIONS COMMITTEE

Mr. Borisov, as Chairman of the Committee, introduced its report.

Mr. Morgan strongly endorsed the recommendations in paragraph 36 of the report. The contribution the I.L.O. could make on the subjects of training and certification of officers and ratings through a joint committee of the Intergovernmental Maritime Consultative Organisation (I.M.C.O.) and the I.L.O. was undoubtedly an important one.

Mr. Lawyer agreed. The broad experience which the I.L.O. had gained in these fields over many years should be put to good use.

Mr. Bolin expressed the Workers' support for I.L.O. co-operation with the Committee for Programme and Co-ordination of the Economic and Social Council in the general review of the programme of the United Nations family. Any extra expense which such co-operation might entail for the I.L.O. should, however, be borne by the United Nations.

As was stated in paragraph 19 of the report, the Committee had been pleased to note that the I.L.O. was contributing papers for the international symposium on industrial development to be held in Athens at the end of 1967. The Worker members had urged that, in the cases where it was intended that the national delegations to the symposium should include representatives of private industry, they should likewise include representatives of trade unions.

The Workers further welcomed the preliminary work on the Draft Declaration on Social Development referred to in paragraphs 21 and 22. Many of the principles and objectives to be embodied in the Declaration were, however, covered by existing international labour Conventions, which the proposed Declaration must not be allowed to override.

Finally, the Worker members welcomed the co-operation between the I.L.O. and I.M.C.O. to which paragraph 36 bore witness. They were anxious, however, that—as was in fact clearly implied by clause (b)—the I.L.O. should retain primary responsibility in the field of training and certification.

Mr. Lennyveux-Connè, referring to paragraph 36 (c) of the report, said that the French Government, in keeping with the position it had taken in the I.M.C.O. Council in London, felt that the establishment of a joint I.M.C.O.-I.L.O. committee was uncalled for. Matters connected with training in such a highly specialised field as maritime navigation should be dealt with by the organisation competent in that field, just as matters connected with the training of civil aviation and meteorological staff had been entrusted to the International Civil Aviation Organisation and the World Meteorological Organisation respectively.

In view of the serious and pressing nature of the problem, which the "Torrey Canyon" disaster had highlighted, the setting up of a joint committee would be too cumbersome a procedure. It was surely possible for the Director-General to co-operate in the work of I.M.CO. in other ways, perhaps by making observers and advisers available.

Mr. Monk, referring to Mr. Bolin's remarks on paragraph 19 of the report, deplored the tendency of certain governments to allow matters which ought legitimately to be dealt with by the I.L.O. on a tripartite basis to be taken over by purely intergovernmental United Nations bodies. Since government delegations from 131 countries, including some representatives of private industry, were to take part in the international symposium on industrial development to be held in Athens, and since there were to be 800 participants in all, it was imperative that the workers should be adequately represented; this would hardly be ensured by sending a small tripartite Governing Body delegation.

Mr. Tata, referring to the report on the First Session of the Industrial Development Board, earnestly hoped that the problem of the conflicting competence
of the United Nations Industrial Development Organisation (U.N.I.D.O.) and the I.L.O. would soon be settled once and for all.

Concerning paragraph 19 of the report, he agreed with Mr. Bolin that, in the case of a symposium on industrial development to be attended by representatives of 131 countries, the sending of a tripartite I.L.O. delegation would be fully justified, particularly since the I.L.O. was to contribute special papers.

The Employer members also supported the recommendations in paragraph 36 of the report.

Mr. Yllanes Ramos, while welcoming the statement in the last sentence of paragraph 17 of the report that, in accordance with the understanding reached in the Second Committee at the 21st Session of the General Assembly, the I.L.O. was continuing and intensifying its work in the field of training, regretted the element of uncertainty introduced by the opening words "In the meantime", which in the context referred to the period of time that would elapse pending the achievement of full agreement between the I.L.O. and U.N.I.D.O. Frank and constructive co-operation between the two organisations demanded that they should reach an early date a clear-cut agreement firmly establishing the paramount responsibility of the I.L.O. in the field of training—the field which accounted for the bulk of its operational activities.

He hoped that the symposium to be held in Athens under U.N.I.D.O. auspices would not be just another forum for barren, rambling debate. It would undoubtedly benefit both from the papers to be submitted by the Office on questions which, as had been stressed in the Committee, should remain within the competence of the I.L.O. and from the participation of employers' and workers' representatives. The I.L.O.'s future co-operation with U.N.I.D.O. should be characterised by the same high level of performance as had characterised all of its past activities.

Mr. Rekiouak felt confident that the Draft Declaration on Social Development would be fully in accordance both with the principles of the I.L.O. and with those of the Charter of the United Nations and felt that there was no risk of its impairing the applicability of international labour standards. Social development was clearly a field in which the standard-setting activities of the I.L.O. were involved, and the working party of the Commission for Social Development of the Economic and Social Council had accordingly taken every possible step to prevent the I.L.O.'s role in this field from being ignored.

So far as the question of the appointment of rapporteurs on technical assistance in the social field was concerned, this would meet a preoccupation expressed by the Secretary-General of the United Nations, who had correctly felt that so far as possible experts should be chosen from among persons who had personal knowledge of developing countries. The purpose of appointing rapporteurs was not to complicate further the problem of evaluation, but rather, as Mr. Hauck had said in the Commission for Social Development, to enable the developing countries to play an active role in regard to international aid, i.e. not only to receive it but also to contribute in drafting it. The Government of Morocco supported the idea of setting up small teams to evaluate programmes for a given group of countries or a region. It was convinced that, even though the new machinery was not tripartite, the I.L.O.'s activities would not be jeopardised as a result.

Mr. Sheldov observed that the Committee had had before it a paper on the United Nations Human Rights Seminar on Apartheid which reproduced the following extract from the report adopted by the Seminar:

"In addition, advance plans should be made, along the lines of the programme prepared by the I.L.O., for an orderly and preferably peaceful transition from apartheid to a harmonious multi-racial society ... in the certainty that the change would come. 1"

This passage reflected a quite unwarranted degree of tolerance having regard to the universal condemnation of apartheid, the campaign which African and other countries were waging against it and the resolutions adopted, especially resolution 2202 (XXI) of the General Assembly of the United Nations which called for its abolition as soon as possible. The fact that this particular passage had been quoted in the paper before the Committee was unfortunate.

The Governing Body adopted the recommendations in paragraphs 10 and 36 of the report.

NINTH ITEM ON THE AGENDA: REPORT OF THE ALLOCATIONS COMMITTEE

Mr. Mainwaring, speaking as Chairman and Reporter of the Allocations Committee, paid tribute to the spirit in which the members of the Committee had approached their extremely difficult task.

Following the recommendation of the Finance Committee of Government Representatives of the International Labour Conference, the Committee had examined several proposals for improving the I.L.O. scale of contributions and bringing it into closer conformity with the United Nations scale. It had been unable, however, to explore the problem fully and, as the report indicated, intended to resume consideration of the matter at the 170th Session of the Governing Body.

The Committee had considered two proposals concerning the immediate problem of the scale of assessments for 1968. It had not, however, been able to reach agreement on either of them and accordingly recommended that it should be authorised to continue its work and report directly to the Finance Committee of Government Representatives at the 51st Session of the Conference, unless the Governing Body should prefer to hold a special sitting during the Conference to receive the Allocations Committee's report.

The recommendation that the Committee should meet during the Conference, if necessary, to consider matters relating to the assessment of new member States and report directly to the Finance Committee of Government Representatives was in accordance with past practice.

Mr. Tabor recalled that his country had sponsored the United Nations General Assembly resolution which recommended harmonising the scales of contributions of the specialised agencies with the United Nations scale. He had followed with close interest the discussions in the Allocations Committee and the efforts of the developing countries to arrive at positive decisions the effect of which would be to improve the I.L.O. scale of contributions and, thanks to a more equitable sharing of the Organisation's expenses, to enable the I.L.O. to carry out its tasks more successfully.

He regretted that the Allocations Committee had been unable to agree on a recommendation which

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would constitute a first step towards a solution. If it continued its work during the 51st Session of the Conference, however, it could probably work out a compromise and submit its report either to the Governing Body at a specially convened sitting or, preferably, directly to the Finance Committee of Government Representatives of the Conference.

Scale of Contributions to the Budget for the Financial Year 1968

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

Discussion of the I.L.O. Scale of Contributions for 1968 and of the Question of the General Improvement of the Scale

The Governing Body authorised the Allocations Committee to continue to meet after the sittings of the Governing Body on 2 and 3 June 1967 in order to allow time for further consultations on the preparation of a draft scale of assessments for 1968, and to submit its report directly to the Finance Committee of Government Representatives of the Conference.

Request from the Government of the Republic of Haiti for a Reduction of Arrears of Contributions

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

Possible Continuation of the Work of the Allocations Committee during the 51st (1967) Session of the International Labour Conference

The Governing Body authorised the Allocations Committee to meet if necessary after the sittings of the Governing Body on 2 and 3 June 1967 in order to deal with any matter which might arise in connection with the rates of contribution of certain new member States, and to submit its report directly to the Finance Committee of Government Representatives of the Conference.

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

SECOND REPORT

Personnel and Administrative Questions

Statement by a Staff Representative

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

General Service Category Salaries at Geneva

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

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

The Governing Body decided to submit to the International Labour Conference at its 51st Session a resolution in the following terms:

The General Conference of the International Labour Organisation—

Decides that the contribution of the International Labour Organisation to the Pensions Fund for 1968 under article 7, paragraph (a), of the Staff Pensions Regulations shall be 14 per cent. of the pensionable emoluments of the members of the Fund;

Decides that, for the year 1968, the officials mentioned in article 4, paragraph (a) (ii), of the I.L.O. Staff Pensions Regulations shall continue to pay an additional 1 per cent. of their pensionable emoluments (making a total of 7½ per cent.), and those mentioned in article 4, paragraph (a) (ii), an additional ½ per cent. (making a total of 5½ per cent.).

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

Fourteenth Report of the Board of Trustees of the Special Payments Fund

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

Fourth Report

Personnel and Administrative Questions

Proposed Amendments to the I.L.O. Staff Regulations

Annual Reports on and Adjustment of Salary of Fixed-Term Officials.

The Governing Body approved, with effect from 1 June 1967, the amendments to the Staff Regulations set out in the Annex to the report.

General Service Category Salaries at Geneva

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

Twelfth Item on the Agenda: Report of the Committee on Industrial Committees

Mr. Haenlein, as Chairman of the Committee, introduced its report.

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

Mr. Erdmann said that for the reasons given in paragraphs 6 and 14 of the report the Employer members were unable to support the proposal to invite to the Sixth Session of the Advisory Committee on Salaried Employees and Professional Workers the International Federation of Chemical and General Workers' Unions and the International Metalworkers' Federation. He therefore asked that the Employers' abstention on the recommendation in paragraph 15 of the report should be recorded.

Mr. Faupl recalled that this matter had been discussed at length in the Committee. Its members had held by a very large majority that there should be no discrimination and that both organisations should be invited.

Mr. Eggermann (observer representing the International Federation of Christian Trade Unions) expressed the view that the difficulties could largely
have been avoided had the many requests from international occupational associations for consultative status been taken into consideration by the Working Party on the Programme and Structure of the I.L.O. The Governing Body must urgently reconsider granting them such status and thereby associating them more regularly and more officially with the work of the I.L.O.

The Governing Body adopted the recommendation in paragraph 15 of the report.

Mr. Ramirez MacGregor, referring to the order of priority for meetings in 1969, stressed the special importance of the iron and steel industry. It was vital to developing countries that the growth of this industry should be co-ordinated with other factors in promoting over-all economic development. Developing countries with ample mineral resources aspired to exploit their own natural wealth and not merely to supply raw materials to others. The Office could make a substantial contribution to the study of this important subject and exert a positive influence on discussions which were concurrently taking place in other international agencies concerned with economic matters.

Mr. Hill, speaking of the effect to be given to resolution No. 67 of the Metal Trades Committee, had no objection to the recommendation in paragraph 53 of the report, provided that the words "within the framework of the I.L.O. work programme" were understood to mean "within the limits of existing staff resources". The reservations expressed by the experts suggested that this work did not have such high priority as to justify the hiring of additional staff.

The Governing Body adopted the recommendation in paragraph 53 of the report.

Fourteenth Item on the Agenda: Report of the Committee on Discrimination

Mr. Weaver, as Chairman of the Committee, requested that consideration of this item should be postponed to the 170th Session and that a meeting of the Committee should be arranged at that session.

It was so decided.

Eighth Item on the Agenda: Reports of the Financial and Administrative Committee (cont.)

First Report

Financial and General Questions

Lord Collison drew attention to the views of the Workers' group, as set out in paragraph 16 of the report, concerning the rate of collection of contributions to the regular budget. While they were glad to note some improvement, they stressed the importance of remittance by member States of their contributions as early as possible in the year. They asked that this matter, including the case of Paraguay, should be referred to the International Labour Conference.

As stated in paragraph 106, the Workers' group had been invited to approve proposals made by the A.C.C. which involved a revision of the arrangements for inspection previously endorsed by the United Nations General Assembly. Although lack of time

1 See p. 18.
had prevented him from requesting detailed instructions from his Government, he was of the opinion that on some very important matters the A.C.C. recommendations were controversial and failed to reflect a positive approach. They were not in conformity with the proper aim of the proposed inspection system, and the Government of the U.S.S.R. would have to express its dissent in respect of a number of points in the competent United Nations bodies.

On the subject of decentralisation, he recalled that at an earlier session the hope had been expressed that the Director-General would at an early date supply the Financial and Administrative Committee and the Governing Body with information concerning the breakdown of operational programmes by region, sub-region and country and thus provide an overall picture of the decentralisation scheme which would bring out its financial implications. He favoured the policy of decentralisation and wished to have a clearer idea of its progress now that it was under way.

So far as a biennial budget was concerned, the U.S.S.R. had stated its position on several previous occasions. At its 170th Session the Governing Body would have before it all the proposals of its members, which his Government would take into account in determining its own policy.

Mr. Morgan did not read paragraph 53 of the report as implying endorsement of the A.C.C. proposals. The Financial and Administrative Committee’s recommendation in paragraph 53 related to future arrangements to be agreed after the A.C.C. had submitted its report to the organs of the United Nations; those arrangements would clearly require formal Governing Body approval at a later date.

Lord Collison indicated, with reference to paragraph 53 of the report of the Financial and Administrative Committee, that the views of the Worker members were set out in paragraphs 43, 50 and 52. Without suggesting at this stage that the Worker members approved the A.C.C. report, he wished to make it clear that they were prepared to agree in principle to participation in the inspection unit provided that this did not involve radical changes in the A.C.C. proposals.

Mr. Borisov thanked Mr. Morgan for making it clear that by adopting the recommendation in paragraph 53 the Governing Body would not be approving the principle of revision of the arrangements concerning inspection. The Director-General would, he was convinced, pay due attention to the Governing Body’s position in speaking on the I.L.O.’s behalf before the competent United Nations organs.

Audited Accounts for 1966 and Auditor’s Report

The Governing Body recommended the International Labour Conference to adopt the audited accounts for 1966.

Appointment of an Auditor and a Deputy Auditor

The Governing Body—

(a) reappointed Mr. Lars Breie as Auditor for a further period of one year from 1 April 1968; and

(b) reappointed Mr. Sven Gjørg Jørgensen as Deputy Auditor for a further period of one year from 1 April 1968.

1967 Regular Budget Account as at 30 April 1967

Report on the Rate of Collection of Contributions to the Regular Budget

Occupation of Posts and Temporary Appointments as at 1 April 1967

Gifts Received in Aid of I.L.O. Operational Programmes

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

Proposals concerning the Financing of Expenditures Not Provided For in the Programme and Budget for 1967

Additional Cost of the 51st Session of the International Labour Conference

The Governing Body decided that the additional cost of servicing the 51st Session of the Conference, estimated at $20,000, should be financed to the extent possible from savings within item 1 or by a transfer from some other item of the budget or, failing this, by means of a supplementary credit to be financed by a withdrawal from the Working Capital Fund, subject to reimbursement through the budget of 1969.

I.L.O. Contribution to the Staff Sickness Insurance Fund

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

Action by the United Nations relating to the Budgetary and Financial Problems of the United Nations and the Specialised Agencies


The Governing Body decided that, in the event of the United Nations deciding to participate in the inspection system for the United Nations family of organisations on the basis of arrangements to be agreed by the Administrative Committee on Co-ordination (A.C.C.) after consideration of its report by the organs of the United Nations, the I.L.O. would be authorised to participate in the system with effect from 1 January 1968, on the understanding that before agreeing to any substantial change in the terms of reference at present proposed by the A.C.C. the Director-General would again consult the Governing Body.

Preliminary Information concerning the Programme for 1969

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

Reconstitution of the Working Party on the Working Capital Fund

The Question of a Biennial Programme and Budget

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

Proposed Amendments to the Rules for the Payment of Travel Expenses of Members of Committees

The Governing Body approved, with effect from 1 July 1967, the amendments to paragraphs 6 and 12
of the Rules for the Payment of Travel Expenses of Members of Committees which were set out in Annex B to the report.

Amendment of the Internal Financial Rules

The Governing Body approved the amendments to the Internal Financial Rules submitted in Annex C to the report.

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

The Governing Body appointed Mr. Yves Oltramare as a member of the Investments Committee until 31 December 1968.

Third Session of the African Advisory Committee (Dakar, October 1967) : Subsistence Allowance of Members of the Governing Body Delegation and Members of the Committee

The Governing Body decided to raise from $23 to $28 per day the subsistence allowance payable to the members of the Governing Body delegation who would attend the Third Session of the African Advisory Committee in Dakar and to the members of the Committee whose travel expenses were payable by the I.L.O.

THIRD REPORT
FINANCIAL AND GENERAL QUESTIONS

Proposed Adjustments to the Draft Programme and Budget for 1968


The Governing Body decided that, subject to its decision concerning I.L.O. participation in the United Nations inspection system, the amount of $46,880 proposed by the Director-General should be added to item 17 of the draft programme and budget for 1968.

Cost in 1968 of Additional Activities relating to the I.L.O. 50th Anniversary Celebration.

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

Financial Consequences of the Designation of a Principal Deputy Director-General.

The Governing Body, having agreed to the designation of Mr. C. Wilfred Jenks as Principal Deputy Director-General, decided that a provision of $600 should be added to the draft programme and budget for 1968 under item 3—general management—to cover the additional net salary payment involved in that year.

Study of the surveys carried out in Chile and Tunisia suggested that the experts had perhaps not been well briefed or allowed sufficient time. They had been asked to make an assessment of the effects of multilateral aid on the over-all development of each country—a huge task if one considered that such aid covered very many fields and that its results were a mere drop in the ocean compared to what was being done at the local level and through bilateral aid.

Evaluation surveys which had been the subject of the first item on the Committee's agenda—should be regarded neither as an end in themselves nor as a supplement to existing programmes, nor could they be expected to yield mathematically precise results. Study of the surveys carried out in Chile and Tunisia suggested that the experts had perhaps not been well enough briefed or allowed sufficient time. They had been asked to make an assessment of the effects of multilateral aid on the over-all development of each country—a huge task if one considered that such aid covered very many fields and that its results were a mere drop in the ocean compared to what was being done at the local level and through bilateral aid.

If future evaluation surveys were to be a real success, adequate safeguards must be provided. Sufficient resources should be made available under each important project to permit evaluation to be "built in" and to form part of the regular reports supplied by the experts as the project was implemented. This was a far more realistic approach than to entrust surveys to experts who had not been associated with the implementation of the projects concerned. The recipient countries themselves should be able to play a prominent role by setting up bodies equipped to carry out evaluation on a practically day-to-day basis, with which employers and workers should be associated.

With regard to co-ordination—which had been the subject of the second item on the agenda—the paper which had been submitted to the Committee was essentially a recapitulation of the practices followed for some years. The matter would also be before the International Labour Conference at its 51st (1967) Session, and the opinions which had been expressed in the Committee, together with those which might be expressed at the Conference and perhaps subsequently in the Governing Body, should be taken into account by the Director-General in negotiating with other
Mr. Pimenov regretted that he had been unable to take part in the Committee's work. On matters of such importance the Office should endeavour to distribute the papers earlier so that members of the Governing Body might have more time to study them.

Since the United Nations did not submit long-term plans for operational programmes to the I.L.O., the latter's role was reduced to that of a mere executing agency. It was vital that the I.L.O. should play a more active and effective part. At present members of the Committee on Operational Programmes were always late in receiving information on requests submitted by countries and on the recruitment of experts, so that they were unable to ensure the observance of such principles as fair geographical distribution. In the past trade unions in developing countries had been denied the right to take part in drawing up and implementing I.L.O. operational programmes. Closer attention should be paid to United Nations Economic and Social Council resolution No. 1151 (XLI) of 4 August 1966 concerning the evaluation of programmes of technical co-operation, to the views expressed in the Council and in the Administrative Committee on Co-ordination (A.C.C.) and to the criticisms formulated by developing countries. Owing to the inadequacy of technical co-operation programmes, the economic position of these countries was deteriorating, and they were lagging further and further behind the industrialised countries in the manufacture of basic products. Evaluation reports should therefore give a clearer and more comprehensive analysis of technical co-operation activities in the countries concerned in the context of its general economic situation.

The countries which had been selected for the pilot evaluation surveys were far from typical, since they enjoyed a comparatively privileged economic situation within their respective regions. Chile, for example, had been given a great deal of aid: it had been visited by no less than 514 experts in 1962 and 1963—even while 442 experts from Chile were being sent to other countries under the same programmes.

In view of the situation in the developing countries the I.L.O. should intensify its activities, particularly as regards improving the standard of living and welfare of workers. Yet during the past year its assistance had largely been concentrated on human resources development. While, of course, the intrinsic value of assistance in that field should not be underestimated, a critical analysis of the present distribution of effort in different spheres of I.L.O. operational activity would seem worthwhile.

Not only did United Nations technical assistance sometimes fail to meet the crucial needs of developing countries; sometimes also it was channeled in a direction calculated to encourage foreign capital investment. For example, Chile had received a large amount of aid from the Special Fund for research into the development of copper mining. Since the copper mining industry had at the time been under the control of foreign companies, those companies had been able to save resources which otherwise they would have had to allocate to such research. The same thing had happened, on a very large scale, in the case of other Special Fund projects. Foreign companies might well be expected to pay compensation for being able to make use of the infrastructure set up under United Nations assistance programmes.

In concluding, he stressed the need for improved procedures in regard to the preparation and implementing of I.L.O. technical co-operation programmes at all stages. He fully supported the principles embodied in the report entitled The International Labour Organisation and Technical Co-operation (Including the Role of the I.L.O. in the Industrialisation of Developing Countries), which was being submitted to the International Labour Conference at its 51st (1967) Session, and stressed the importance of trade union participation in that connection. It was also important to lay down criteria for the selection of countries which were to have priority in receiving technical assistance. At present the selection was sometimes deplorable, as, for example, in the case of Thailand, which thanks to United Nations aid was helping to prolong the criminal war against the peaceful people of Viet-Nam.

Mr. Tabor observed, in the light of the discussion in the Committee, that he had been right to urge that the Governing Body should be kept fully informed at all stages of the implementation of the principal projects. The views of the governments of the countries concerned should be sought in this connection, and, having regard to the I.L.O.'s tripartite structure, he also supported the claims of employers and workers for participation in the implementation of operational programmes; only in that way could the Governing Body hope to have a complete picture of I.L.O. field activities.

He supported the steps taken by the Director-General to associate the I.L.O. with the work of the A.C.C. in co-ordinating the evaluation of programmes carried out by organisations belonging to the United Nations family.

The Governing Body took note of the report.

Fifteenth Item on the Agenda: Report of the 50th Anniversary Committee

Mr. Mørí, under whose chairmanship the Committee had met, asked the Governing Body to take note of its report and expressed the hope that the Committee might submit a more substantial report at the 170th Session.

Mr. Aboualam, referring to paragraph 4, regretted the fact that there was no popular volume giving the history of the I.L.O. On the occasion of the 50th anniversary it would be desirable to publish in many languages a volume of this kind as well as pamphlets giving facts and figures on the achievements of the I.L.O., its activities in Africa and other continents and the participation of African countries in its work.

The 50th anniversary should be celebrated not merely through functions held in Geneva and in I.L.O. field offices and attended by persons familiar with the Organisation, but also by bringing the I.L.O. closer to those throughout the world whom it was directly meant to serve and who still knew too little about it.

The Governing Body took note of the information contained in the report.
Seventeenth Item on the Agenda: Report of the Director-General (cont.) ¹

Eighth Supplementary Report

Sixth Asian Regional Conference of the I.L.O.

Mr. Hill, referring to paragraphs 4 to 6 of the report, thanked the Director-General for making clear the predicament in which the I.L.O. found itself and for his attempt to offer an alternative to the holding of the Sixth Asian Regional Conference of the I.L.O. Unfortunately, the alternative proposed—i.e. that the resources provided for the conference should be used for urgent action on the Asian Manpower Plan—was a very poor one.

The Australian Government, like others in the Asian region, and no doubt the Governing Body generally, attached great importance to regional conferences. The 13th Session of the Asian Advisory Committee held in Singapore had been of tremendous value to the Australian Government and, it seemed, to Australian employers and workers. Notwithstanding the position indicated in paragraph 6, the possibility of carrying over the credit for the Conference for a very short time should be considered as a matter of urgency. Perhaps the programme of meetings could be changed so that the Second European Regional Conference of the I.L.O. would be held in 1967 and the Sixth Asian Regional Conference of the I.L.O. would be held during the early part of 1968. It would be no less than tragic if the Sixth Asian Regional Conference had to be postponed until 1971.

Mr. Mori said that the whole Workers' group shared Mr. Hill’s concern and very much hoped that before the Governing Body sitting following the International Labour Conference a means would be found of holding the Sixth Asian Regional Conference in 1967. The report indicated that the Director-General intended to submit to the Governing Body proposals designed to deal with the basic issue but that would not, of course, resolve the immediate problem, which arose from the fact that no Asian country had yet offered to play host to the Sixth Asian Regional Conference.

Mr. Tata pointed out that the matter should be considered within the much wider context of the financing of regional conferences generally. Since it was becoming increasingly difficult for a host country to accept the financial burden involved, it was necessary to review the formula whereby the host country was required to pay half the cost. It would be regrettable to have to hold regional conferences in Geneva because they could only be held in the region concerned, and if necessary the I.L.O. should meet the cost.

Mr. Monk agreed with Mr. Hill that it would be really tragic to postpone the Sixth Asian Regional Conference until 1971. That would cause keen disappointment, especially in Asian countries. Asia was today attracting more attention than any other region because of the political, industrial and even military developments taking place there. The I.L.O. must make the maximum contribution to the improvement of living standards and the solution of various other problems in the Asian region. The Sixth Asian Regional Conference should be held during the first quarter of 1968 at the very latest, and it was essential that it should meet in Asia. The publicity given to the 13th Session of the Asian Advisory Committee and the remarkable results achieved at that session were a conclusive argument in favour of holding regional meetings in the region concerned.

Admittedly, there were very serious problems of financing. As other speakers had suggested, the Governing Body might finally be obliged to recognise that the only solution was to finance regional conferences entirely from the I.L.O. budget. It might of course be possible at such conferences to make some savings on entertainment expenses.

Mr. Power observed that the Director-General's excellent report made the choice perfectly clear: either to overcome all obstacles and hold the conference or to give up the idea of holding it and use the budgetary credit for work on the Asian Manpower Plan. The Director-General therefore needed to be convinced that the Asian Government representatives—and, doubtless the Governing Body as a whole—preferred the first solution. He would then be able to concentrate on finding a solution to the financial problem, which was that host countries, particularly in Asia, found it difficult to meet half of the cost of regional conferences, especially in view of the foreign exchange shortages endemic in the region. If he were to proceed on that basis, the Governing Body might be able to have a much more constructive

¹ See first sitting, pp. 4-6, and second sitting, pp. 13-15.
debate at its sitting after the 51st Session of the International Labour Conference.

The Chairman pointed out that, as an Asian, he had been reflecting on this matter for some time and trying to find a solution. However, it was a difficult and delicate matter and it did not seem possible to reach a solution at the present sitting.

(The sitting closed at 1.10 p.m.)

Approved by the Governing Body at the first sitting of its 170th Session, held on 14 November 1967.

Roberto Ago,
Chairman.
The Governing Body was composed as follows:

**Chairman:** Mr. Móri.

Mr. Abid Ali, Mr. Aboualam, Mrs. Afnan, Mr. Ajo, Mr. Amede, Mr. Bahonyi-Sebestyén, Mr. Bastid, Mr. Bergenström, Mr. Bolin, Mr. Brillantes, Mr. Cheng, Lord Collison, Mr. Coppo, Mr. Cubillos, Mr. Davies, Mr. Diop, Mr. ben Ézeddine, Mr. Georget, Mr. Goroshkin, Mr. Haenlein, Mr. Haraguchi, Mr. Kane, Mr. Kitamura, Mr. Mainwaring, Mr. Mathew, Mr. Mohamed Sidek bin Ta'at, Mr. Oviedo, Mr. Parodi, Mr. Pimenov, Sir George Pollock, Mr. Parodi, Mr. Schlotfeldt, Mr. Solórzano Calderón, Mr. Tabor, Mr. Thondaman, Mr. Wajid Ali, Mr. Waline, Mr. Weaver, Mr. Weissenberg, Mrs. Zaefferer de Goyeneche, Mr. Zemmouri.

**Seventh Item on the Agenda: Reports of the Committee on Freedom of Association (concl.)**

Mr. Goroshkin reminded the Governing Body of the U.S.S.R. Government's position on the Committee's reports as stated at previous sessions.

**Introduction**

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

Case Which the Committee Considered Did Not Call for Further Examination

The Governing Body adopted the recommendation in paragraph 15 (Case No. 513: Morocco) of the report.

**Interim Conclusions in the Cases relating to Nicaragua (Case No. 479), Colombia (Case No. 490) and Liberia (Case No. 506)**

The Governing Body adopted the recommendations in paragraphs 27 (Case No. 479: Nicaragua), 46 (Case No. 490: Colombia) and 101 (Case No. 506: Liberia) of the report.

**Sixth Item on the Agenda: Report of the Meeting of Experts on the Safe Use of Benzene and Solvents Containing Benzene**

Mr. Waline expressed the support of the Employers' group for the proposals in the Office paper. He had, however, requested certain technically qualified organisations in his country to make observations on the contents of the report; these would be communicated to the Office in due course.

Mr. Bergenström also proposed to send comments to the Office in writing.

Lord Collison welcomed the report on behalf of the Workers' group. It constituted a comprehensive and valuable study of the dangers arising from the use of benzene and contained many constructive suggestions.

The use of benzene was particularly dangerous, since it could enter the body either through the skin or through the lungs and, by causing a deterioration of the bone marrow and changes in blood composition, could lead ultimately to leukemia. Protective measures included reduction of the use of benzene, in particular through its replacement by benzene homologues.

In its report the meeting had made several recommendations, including one to the effect that the Office should study the possibility of adopting international instruments in this field and disseminate information on analytical-control techniques. The Director-General might be requested to report to a future session of the Governing Body on how effect might be given to these recommendations. The question was linked with that of occupational cancer, and he recalled that the International Labour Conference had just adopted a resolution concerning occupational health, occupational diseases in general, and the special measures to be taken for the prevention and control of occupational cancer, which called for further studies in this respect.

The Governing Body adopted the proposals in paragraph 16 of the Office paper.

**Sixteenth Item on the Agenda: Composition and Agenda of Committees and of Various Meetings**

**First Paper**

Second European Regional Conference of the I.L.O.: Agenda

The Director-General explained that with a view to ensuring the full success of the Second European Regional Conference of the I.L.O. he had held consultations with the governments, employers and workers directly concerned, with members of the Governing Body and with international organisations. It appeared that there was wide agreement, first, that in order to make the best possible use of the time at its disposal the conference should conduct all its work in plenary sittings and, second, that its basic purpose—the achievement of sound technical results—should not be frustrated by the submission to it of resolutions of a political nature.

The letters of convocation would accordingly indicate that the work of the conference would be conducted in plenary sittings and would draw attention to the undesirability of submitting to the conference proposals which would tend to change its character or

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1 See first sitting, p. 8, and second sitting, p. 13.
the spirit in which it was intended to work. Subject to these understandings, the normal rules governing regional conferences would apply.

He was most gratified at the positive spirit which had prevailed throughout his consultations. If that spirit could be maintained, the conference should be a model of how regional conferences ought to be conducted, and the formula could profitably be applied to other regional conferences.

Lord Collison expressed the satisfaction of the Workers' group with the result of the consultations to which the Director-General had referred. He announced the support of the group for the first two items on the conference agenda, as proposed in paragraph 21 of the first Office paper. Of the alternatives proposed for the third item the Worker members preferred the subject of income security in the light of structural changes to that of youth development in European countries.

Mr. Waline reminded the Governing Body that at the 168th Session the Employer members had expressed certain reservations concerning the convening of a Second European Regional Conference; they had felt, in particular, that the funds earmarked for this purpose could more usefully be spent on conferences in regions other than Europe. That point of view, however, had not prevailed, and they had no intention of reopening the question. They were, at any rate, grateful to the Director-General for the information he had just given.

The Employer members were in favour of placing the question of youth development in European countries rather than that of income security in the light of structural changes on the conference agenda.

The Chairman observed that no objection had been raised to the points made by the Director-General in his statement.

Mr. Parodi wondered whether, of the alternative subjects proposed as the third item on the agenda of the conference, that concerning income security in the light of structural changes might not be regarded simply as one aspect of the subject proposed as the second item, namely manpower aspects of recent economic developments in Europe.

The Director-General suggested that Mr. Parodi's point might be considered before the 170th Session of the Governing Body and the third item decided on at that session.

Following this suggestion, the Governing Body adopted the first and second items proposed in paragraph 21 of the first Office paper for inclusion in the agenda of the Second European Regional Conference and postponed its decision concerning a third item to its 170th Session.

SECOND PAPER

Composition of Standing Bodies and Expert Meetings to Be Held in 1967

Mr. Bergenström, noting that the Office paper referred variously to a "technical meeting of experts", a "meeting of experts" and a "technical meeting", said that if the same thing were meant in all cases the terminology should be the same.

Panel of Consultants on Safety in Mines.

The Governing Body took note of the information in paragraph 4 of the second Office paper.

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

Panel of Consultants on the Problems of Young Workers.

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

Panel of Consultants on the Problems of Women Workers.

The Governing Body adopted the proposal in paragraph 10 of the second Office paper.

Committee of Social Security Experts.

The Governing Body adopted the proposal in paragraph 12 of the second Office paper.

Panel of Consultants on Co-operation.

The Governing Body took note of the information in paragraph 13 of the second Office paper.

Joint Maritime Commission.

The Governing Body adopted the proposal in paragraph 16 of the second Office paper.

Meeting of Experts on Minimum Wage Fixing and Related Problems, with Special Reference to Developing Countries.

Mr. Mathew proposed that Dr. Seth, of India, who was shortly to leave the Ministry of Labour, should be replaced by Mr. Venkatachalam, Chief Labour Commissioner.

Subject to this amendment the Governing Body adopted the proposal in paragraph 19 of the second Office paper.

The Governing Body adopted the proposal in paragraph 21 of the second Office paper.

Meeting of Consultants on Young Workers' Problems.

The Governing Body adopted the proposals in paragraphs 24 and 25 of the second Office paper.

Technical Meeting of Experts on the Organisation and Planning of Vocational Training.

The Governing Body adopted the proposal in paragraph 27 of the second Office paper.

Mr. Waline, on behalf of the Employers' group, proposed the appointment of Mr. Casey, of the United Kingdom, and Mr. Fabius, of the Netherlands, as substitutes.

Subject to these additions the Governing Body authorised the Director-General to invite the persons mentioned in paragraph 29 of the second Office paper to attend the meeting.

Lord Collison announced that the Workers' group would submit the names of experts directly to the Office.

The Governing Body adopted the proposal in paragraph 30 of the second Office paper.

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1 See Minutes of the 168th Session of the Governing Body, eighth sitting, p. 51.
Meeting of Experts on the Scope, Methods and Uses of Family Expenditure Surveys.

Mr. Waline and Lord Collison, on behalf of their respective groups, indicated that they were in a position to submit names of experts for this meeting.

The Governing Body adopted the proposals in paragraph 33 of the second Office paper.

Technical Meeting on the Rights of Trade Union Representatives and Participation of Workers in Decisions within Undertakings.

The Governing Body took note of this section of the second Office paper.

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

Ninth Supplementary Report

Appointment of a Subcommittee on General Service Category Salaries

The Director-General said he wished to make it clear that the Subcommittee was a purely temporary body set up at his request to advise him on a specific problem; its work was now nearly completed.

The Governing Body took note of the report.

Tenth Supplementary Report

Attendance by Observers at Sessions of the Joint Maritime Commission

On the proposal of the Workers' group, the Governing Body postponed consideration of the report to its 170th Session.

Eighteenth Item on the Agenda: Programme of Meetings

Mr. Bergenström again asked that the terminology used by the Office in referring to meetings of the same type should be made uniform.

Programme for 1967

Technical Meeting of Experts on the Organisation and Planning of Vocational Training.

The Governing Body adopted the proposal in paragraph 1 of the Office paper.

Meeting of Experts on the Scope, Methods and Uses of Family Expenditure Surveys.

The Governing Body adopted the proposal in paragraph 2 of the Office paper.

Programme for 1968

Mr. Mainwaring, observing that the proposed dates for the 171st Session of the Governing Body were from 12 February to 1 March 1968, felt that the session might more conveniently begin one week later.

Since the programme and budget proposals would be received by members only in early January, members would have little time to study them before the meetings of the Financial and Administrative Committee, which were to begin early in the session. There would be even less time for members to send to the Office in advance their written observations on those proposals and for the Office to prepare its replies, as the Director-General had proposed at the 168th Session.

The Director-General pointed out that in fact the date of the beginning of the 171st Session was scheduled only one day earlier than that of the 168th Session. Further consideration could, however, be given to the matter at the next sitting.

Nineteenth Item on the Agenda: Appointment of Governing Body Representatives on Various Bodies

Tripartite Technical Meeting for the Woodworking Industries (Geneva, 11-22 September 1967)

On the basis of proposals from the three groups, the Governing Body appointed its delegation to the Tripartite Technical Meeting for the Woodworking Industries as follows:

Chairman of the Meeting and Government member of the delegation: Mr. Bakonyi-Sebestyén.
Employers' group: Mr. Georget.
Substitute: Mr. Bastid.
Workers' group: Mr. Thondaman.
Substitute: Mr. Fogam.

Joint Maritime Commission

On the basis of a proposal from the Employers' group, the Governing Body appointed Mr. Yoshimura to represent the Employers' group of the Governing Body on the Joint Maritime Commission.

African Advisory Committee

(Third Session, Dakar, 10-20 October 1967)

On the basis of proposals from the three groups, the Governing Body appointed its delegation to the Third Session of the African Advisory Committee as follows:

Government group: Mr. Mathew.
Employers' group: Mr. Bergenström.
Substitute: Mr. Verschueren.
Workers' group: Mr. Bolin.
Substitute: Mr. Coppo.

Advisory Committee on Salaried Employees and Professional Workers

(Sixth Session, Geneva, 4-15 December 1967)

On the basis of proposals from the Employers' and Workers' groups, the Governing Body appointed the following as members of its delegation to the Sixth Session of the Advisory Committee on Salaried Employees and Professional Workers:

Employers' group: Mr. Rifaa.
Substitute: Sir George Pollock.
Workers' group: Mr. Kane.
Substitute: Mr. Weissenberg.

The Governing Body decided to postpone to its 170th Session the appointment of the Chairman of the Committee and Government member of the delegation.

TWENTIETH ITEM ON THE AGENDA:
QUESTIONS ARISING OUT OF THE 51ST SESSION
OF THE INTERNATIONAL LABOUR CONFERENCE

Action to Be Taken on Resolutions Adopted
by the Conference

Resolution relating to the 50th Anniversary of the
International Labour Organisation.

The Governing Body adopted the proposals in para­
graphs 5 and 7 of the Office paper.

Resolution concerning the International Covenants on
Human Rights and the Measures Which the Inter­
national Labour Organisation Should Adopt in
Regard Thereto.

The Governing Body adopted the proposal in para­
graph 10 of the Office paper.

TWENTY-SECOND ITEM ON THE AGENDA:
DATE AND PLACE OF THE
170TH
SESSION
OF THE GOVERNING BODY

Mr. Bolin, speaking on behalf of the Workers’
group, recalled that the Working Party on the Pro­
gramme and Structure of the I.L.O. had recom­
mended further consideration of the question of the
quorum at the International Labour Conference by
the Committee on Standing Orders and the Applica­
tion of Conventions and Recommendations.1 The
importance of this question had again been high­
lighted on the previous day, at the closing sitting
of the 51st Session of the Conference, when a motion
to close the debate had been lost for no other reason
than the lack of a quorum—a situation which the
Workers’ group found quite ridiculous. He hoped
that, in order to consider this matter, the Committee
on Standing Orders and the Application of Conven­
tions and Recommendations could have two meet­
ings and not merely one on Friday, 10 November
1967, as proposed in the draft programme. He also
thought it inconvenient that meetings of the Inter­
national Organisations Committee and of the Finan­
cial and Administrative Committee should coincide
on the afternoon of Thursday, 9 November, since
some members of the Governing Body were on both
committees.

Consideration of this item was adjourned to the
fifth sitting.

(The sitting closed at 12.45 p.m.)

1 See I.L.O.: Report of the Director-General—Fourth Report of the
on the Programme and Structure of the I.L.O., Report 1 (Part II) (Sup­­

Approved by the Governing Body at the first sitting of its 170th Session, held on 14 November 1967.

Roberto Ago,
Chairman.
MINUTES OF THE FIFTH SITTING
(Friday, 30 June 1967—3:35 p.m.)

The Governing Body was composed as follows:

CHAIRMAN: Mr. Aoki, followed by Mr. Ago.

Mr. Abid Ali, Mr. Aboualam, Mr. Ago, Mr. Amede, Mr. Bahonyi-Sebestyén, Mr. Bastid, Mr. Bergenström, Mr. Bolin, Mr. Cheng, Lord Collison, Mr. Coppo, Mr. Cubillos, Mr. Davies, Mr. ben Ezzeddine, Mr. Georget, Mr. Haenlein (replaced during part of the sitting by Mr. Thomas), Mr. Haraguchi, Mr. Incéntes, Mr. Kamal Yasseen, Mr. Kane, Mr. Kilamura, Mr. Mainwaring, Mr. Malikov, Mr. Mathew, Mr. Mercado, Mr. Mohamed Sidek bin Ta’at, Mr. Morgan, Mr. Mori, Mr. Morris, Mr. NeiLan, Mr. Oviedo (replaced during part of the sitting by Mr. López Guevara), Mr. Parodi, Sir George Pollock, Mr. Rifaat, Mr. Schlotfeldt, Mr. Solórzano Calderón, Mr. Tabor, Mr. Thondaman, Mr. Wajid Ali, Mr. Waline, Mr. Weissenberg, Mr. Weaver, Mrs. Zaefferer de Goyeneche, Mr. Zemmouri.

Absent: Mr. Andriantsitohaina, Mr. Diop, Mr. Ofurum, Mr. Salvi, Mr. Tata, Mr. Yllanes Ramos.

SIXTEENTH ITEM ON THE AGENDA:
COMPOSITION AND AGENDA OF COMMITTEES OF VARIOUS MEETINGS (concl.)

SECOND PAPER (concl.)
Composition of Standing Bodies and Expert Meetings to Be Held in 1967 (concl.)

Technical Meeting on the Rights of Trade Union Representatives and Participation of Workers in Decisions within Undertakings (concl.).

Mr. Mainwaring regretted that the proposal in paragraph 4 of the supplementary note to increase the number of experts to be invited to the meeting did not refer to consultation of the Government group, although Government members might well be disturbed by the additional expense which adoption of the proposal would entail. In the absence of any statement of the reasons for the proposed increase he was, on purely financial grounds, disinclined to support it.

Lord Collison explained that the increase had been proposed because the Workers’ group and, he thought, also the Employers’ group desired that, since the subjects to be considered by the meeting fell within the scope of labour-management relations, the meeting should be able to benefit fully from the extensive knowledge and experience of both employers and workers in this field.

Mr. Morgan questioned the assumption that only an expert invited after consultation with one group or the other could be trusted to put the views of employers or workers fairly and expertly. The practice of inviting experts suggested by one side or the other might be carried to excess.

Lord Collison understood Mr. Morgan to imagine that experts so chosen might be prejudiced in their views. In fact, he was convinced that experts nominated by the Worker members could be relied on to show complete objectivity in their approach to the subjects on the meeting’s agenda.

Mr. Solórzano Calderón expressed concern about the trend which could be discerned from the many proposals which were made from time to time similar to that under discussion. This was one of the reasons for the constant increases in the I.L.O. budget, which weighed most heavily on the developing countries. The proposal should not be endorsed unless, after careful reflection, it was considered essential.

Mr. Kane urged the adoption of the proposal, even though he agreed with Mr. Mainwaring that the Government group might well have been consulted. Since the meeting was to debate matters of vital concern to both employers and workers, it was important to invite sufficient number of experts for the views of both sides and the practices followed in the different regions of the world to be duly reflected.

The Governing Body adopted the proposals in paragraphs 4 and 6 of the supplementary note.

Mr. Waline said he hoped that the Governing Body would authorise the International Organisation of Employers to send an observer to the meeting. It was so agreed.

EIGHTH ITEM ON THE AGENDA: REPORTS OF THE FINANCIAL AND ADMINISTRATIVE COMMITTEE (concl.)

FIFTH REPORT
FINANCIAL AND GENERAL QUESTIONS

Proposals concerning the Financing of Expenditures Not Provided For in the Programme and Budget for 1967

Proposed Appointment of Additional Experts to Attend the Technical Meeting on the Rights of Trade Union Representatives and Participation of Workers in Decisions within Undertakings.

The Governing Body, having agreed to appoint four additional experts to attend the Meeting, decided that the extra cost thereof, estimated not to exceed $4,250, should be financed to the extent possible from savings within item 8 or by a transfer from some other item of the budget or, failing this, by means of a supplementary credit to be financed by a withdrawal from the Working Capital Fund, subject to reimbursement through the budget of 1969.

1 See fourth sitting, pp. 25-27.
2 Ibid., pp. 26-27.
3 Ibid., p. 27.
4 See third sitting, p. 18, and pp. 19-21.
Sixth Asian Regional Conference of the I.L.O.

Mr. Inocentes, speaking on behalf of his own Government and of a majority of Asian Government delegates to the 51st Session of the International Labour Conference, wished to inform the Governing Body of consultations they had had on the difficulties of financing regional conferences and in particular the Sixth Asian Regional Conference of the I.L.O. These delegates were firmly convinced of the value of Asian and other regional conferences in spreading a keener awareness of the special needs and problems of the regions and the work of the I.L.O. They therefore strongly advocated that such conferences should take place regularly. They also believed that no obstacle should stand in the way of their being held in developing countries. For this reason the Governing Body should review in detail at its 170th Session the whole question of the financing of regional conferences. At present a developing country was usually deterred by the paucity of its resources and by the greater urgency of other calls made upon it from paying the half-share of the costs of a regional conference which as host country it was required to contribute. The delegates therefore urged that consideration should be given to the possibility of removing this deterrent by having the full costs of regional conferences defrayed out of the I.L.O. budget. Even if such a change in the financing system were made, it would still be open to a country to offer to contribute towards the costs of a regional conference, for example by providing local facilities, if it so desired.

While it had emerged from the consultations that no Asian country could, under the present financing system, act as host to the Sixth Asian Regional Conference in 1967, the Asian Government delegates had had serious misgivings about the conference’s being postponed to 1971, a possibility mentioned in the eighth supplementary report of the Director-General. They were therefore anxious that arrangements should be made, if possible, to permit the conference to take place in Asia in 1967. Failing this, it should be held in the second half of 1968, perhaps in Japan or in Iran, since both Governments had already indicated their willingness to act as host.

Mr. Weaver requested that the paper on the possibility of financing regional conferences in full from the I.L.O. budget, referred to in paragraph 15 of the report, which was to be submitted by the Office to the Financial and Administrative Committee at the 170th Session of the Governing Body, should take into account the practice followed by other United Nations agencies.

Mr. Mathew saw no point in discussing the possibility of financing the Sixth Asian Regional Conference out of the 1968 budget until the Governing Body had actually decided that that conference should be held in 1968.

The Chairman pointed out that the proposal before the Governing Body was a purely conditional one, which hinged on the Governing Body’s deciding that the Sixth Asian Regional Conference should be held in 1968.

On this assumption, the Governing Body authorised the I.L.O.’s share of the cost of the Sixth Asian Regional Conference, estimated not to exceed $117,920, to be charged to item 18 (unforeseen expenditure) of the 1968 budget.

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

Eighth Supplementary Report (concl.)

Eleventh Supplementary Report

Sixth Asian Regional Conference of the I.L.O. (concl.)

Mr. Abid Ali expressed the concern which the Asian Workers’ delegates to the 51st Session of the International Labour Conference had felt lest the the Sixth Asian Regional Conference should be postponed to 1971, and their consequent gratitude both to the Japanese Government for its invitation and to the Chairman of the Governing Body for his role in securing that invitation. They could neither have accepted such a lengthy postponement nor supported the suggested alternative that the conference should take place in Geneva, believing as they did that a regional meeting should be held in the region itself, where it made much greater impact—especially judging by past and recent success of the Eighth Conference of American States Members of the I.L.O. held in Ottawa in 1966 and reactions to the 13th Session of the Asian Advisory Committee held in Singapore in 1966. They accordingly welcomed the proposal that the whole question of the financing of regional conferences should be taken up at the 170th Session of the Governing Body, in the hope that an early solution might then be found to the problem of enabling any country, whatever its resources, to act as host to a regional conference. While the Workers would still prefer the Sixth Asian Regional Conference to be held in 1967, they realised the difficulties and were therefore reconciled to its postponement to 1968, if that were necessary.

Mr. Mathew joined Mr. Inocentes and Mr. Abid Ali in stressing the importance which the Asian countries attached to the Sixth Asian Regional Conference. He also expressed his appreciation of the generous invitation extended by the Japanese Government and of the Chairman’s personal intervention in the matter.

The requirement that the inviting government should meet half the costs of a regional conference was not the main but the only obstacle which had prevented Asian governments from offering to act as host in 1967. The host government was not only required under existing practice to pay its half-share of the costs in foreign exchange, which often presented a serious problem; it was also called on to incur considerable additional expenses through providing local premises, equipment and other miscellaneous items. Several ways of making the financial burden lighter for the host government had been suggested, such as payment of its share in local currency, greater recourse to local staff and the use of only one language at the conference. While it was regrettable that these suggestions could not be discussed by the Governing Body at its present session, the proposal to discuss the whole question of the financing of regional conferences at the 170th Session was to be welcomed. A system whereby the full costs were borne by the I.L.O. would be in line with its policy of decentralisation. Just as Switzerland would not be called upon to contribute half the cost of holding the second European Regional Conference in Geneva, so conferences in other regions might well be held at the I.L.O. regional headquarters without...
any contribution being required of the countries in which those headquarters were located.

Whether or not the present system of financing was maintained, it would be important at the Sixth Asian Regional Conference to avoid any wasteful expenditure or appearance of undue lavishness, particularly if the work of the I.L.O. were to make an appeal to the Asian workers. A study of the scope for economies should therefore be made before the 170th Session of the Governing Body. For example, since it appeared that the Government of Iran might also be willing to act as host to the conference in 1968, an attempt might be made to ascertain what savings would result from holding the conference in Iran rather than in Japan. To permit a full review of the situation, a final decision on the Japanese Government's invitation might thus be deferred to the 170th Session.

Finally, he wished to bring to the Governing Body's attention a point he had raised in the Financial and Administrative Committee. He had found no specific credit either in the 1967 budget or in the 1968 budget for work on the Asian Manpower Plan, although that was the most important item on the agenda of the Sixth Asian Regional Conference. Work on the Plan should not be delayed because of the postponement of the conference to 1968. Since the 1967 budget credit for holding the conference would now be saved, funds should be allocated out of it so that work on the Plan could begin already in 1967, and funds should also be provided to enable that work to continue in 1968.

Mr. Thondaman expressed the keen disappointment of the Asian Workers' delegates to the 51st Session of the International Labour Conference at the fact that neither the Office nor any Asian government had been able to arrange for the Sixth Asian Regional Conference to take place in 1967, as originally scheduled and provided for in the budget. It was most regrettable that a discussion of programmes crucial to the interests of Asian workers should be delayed merely on account of lack of resources, and it was with relief that the Asian Workers welcomed the hospitable invitation of the Japanese Government, to whom they expressed their gratitude, as well as to the Chairman for his good offices in the matter — although they would have preferred the conference to be held in 1967.

The present system of financing regional conferences clearly left much to be desired. In particular, the requirement that payment of the host country's half-share of the costs should be in foreign exchange deterred most of the developing countries from taking their turn as host, even though, as statements by Government members had made plain, they were anxious to fulfil this role. It should not be open only to the wealthy countries to do so. The holding of regional conferences should be determined by the needs of the peoples of the regions concerned and not by the ability or willingness of governments to pay their share of the costs.

Mr. Hill expressed his gratitude to the Japanese Government for offering to play host to the Sixth Asian Regional Conference in 1968. He also thanked the Governments of Iran, Malaysia and the Philippines for their co-operative spirit and offers of help in trying to solve the present problem. The remarks made by Mr. Inocentes and Mr. Mathew, both about the question of financing this particular conference and about the question of financing regional conferences in general, called for careful study by the Governing Body. On the latter question, as Mr. Weaver had proposed, the Governing Body should be informed of the practice followed by other United Nations agencies. Mr. Mathew's argument that to shift the full financial burden to the I.L.O. would be in accordance with the I.L.O. policy of decentralisation and carried great weight. The World Health Organisation, in which the policy of decentralisation had been carried much further than in the I.L.O. and which held frequent and regular regional conferences, might serve as a useful example. The Office should submit to the Governing Body for consideration at its 170th Session not only a formula whereby the full cost of regional conferences would be charged to the I.L.O. regular budget but any other methods of meeting the difficulty which practice in other agencies suggested might be feasible.

Mr. Mríi emphasised the importance which the Workers' group attached to the holding of regional conferences, in Asia or in any other region. They firmly believed that such conferences should be held not only in the regions themselves but also at shorter intervals than had been the practice in the past. Since the invitation received from the Japanese Government offered the I.L.O. and the Governing Body the only way out of a difficult situation, the importance of the Sixth Asian Regional Conference required that a decision should be taken without delay. The best way for the Governing Body to express its gratitude to the Japanese Government would be to accept its gracious invitation now. The larger question of the financing of regional conferences in general could be explored more fully at the 170th Session.

The representative of the Director-General (Mr. Jenks, Principal Deputy Director-General) made a strong plea for an immediate decision on the Japanese Government's invitation so that further discussions with that Government could proceed on a proper basis. The proposal before the Governing Body was the only one which would permit holding the Sixth Asian Regional Conference at any time within the next 18 months, and the Director-General saw no prospect of any other decision being reached at the 170th Session of the Governing Body.

On the question of the financing of regional conferences in general, the Office would submit for consideration by the Governing Body at its 170th Session a report containing the information which members had requested and taking into account the suggestions they had made.

Mr. Mathew, in the light of the previous statement, urged acceptance of the Japanese Government's invitation, though he insisted once again that work on the Asian Manpower Plan should be pursued without delay.

The Governing Body took note of the eighth supplementary report and adopted the proposal in paragraph 5 of the eleventh supplementary report.

Mr. Azimi said that the Iranian Government had been ready to play host to the Sixth Asian Regional Conference in 1968. Since the conference was now to be held in Tokyo, he merely wished to join earlier speakers in thanking the Japanese Government for its generous invitation.

Mr. Haraguchi expressed his pleasure at the fact that the Sixth Asian Regional Conference would take

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1 See Confidential Appendix, fifth report, para. 9.
place in Tokyo in 1968 and his hope that the conference would promote understanding of problems whose solution was the key to social progress in Asia.

Twenty-second Item on the Agenda:  
Date and Place of the 170th Session of the Governing Body (concl.)

Mr. Waline proposed that the Working Party of the Committee on Industrial Committees should meet later than proposed in the Office paper and that the interval between its meetings and those of the Committee on Industrial Committees itself should be reduced accordingly. Moreover, two Employer members were on both the Committee on Standing Orders and the Application of Conventions and Recommendations and the Committee on Industrial Committees, which were scheduled to meet on the afternoon of Friday, 10 November; the former Committee would, as Mr. Bolin had observed at the fourth sitting, have to discuss the important question of a quorum at the International Labour Conference. That Committee should therefore meet instead on Tuesday, 7 November.

Mr. Thomas said he would prefer that the Working Party of the Committee on Industrial Committees should meet as proposed, so as to leave a sufficiently long interval between the meetings of the Working Party and of the Committee itself to permit any necessary consultations.

Lord Collison proposed that the Office should study the problem and draft a new programme before the 170th Session. Speaking for himself, he found it difficult to accept the proposed arrangements for group meetings in connection with the Working Party on the Programme and Structure of the I.L.O.—on which he was the Workers' spokesman—since it would not be possible for him to reach Geneva before the afternoon of Monday, 30 October.

Mr. Mainwaring recalled that at the 168th Session he had proposed that the Governing Body should examine in depth at its 170th Session an individual I.L.O. programme. If such a discussion were to be held on that occasion the time allotted for meetings of the Financial and Administrative Committee in the proposed programme was not sufficient.

Mrs. Bidari de López thought it inconvenient that meetings of the Committee on Operational Programmes should coincide with meetings of the Allocations Committee on Tuesday, 7 November, and with a meeting of the International Organisations Committee on the morning of Thursday, 9 November. The Committee on Operational Programmes had much important work to do and would claim many members' attention.

Mr. Rekisovah took a similar view and asked that the programme for Tuesday, 7 November, should be changed.

Mr. Schloteildt and Mr. Kane were in favour of retaining the draft programme as proposed.

Following certain suggestions made by the representative of the Director-General (Mr. Jenks, Principal Deputy Director-General), the Governing Body adopted the draft programme proposed in the Office paper with the following changes: the group meetings of the Working Party on the Programme and Structure of the I.L.O. would be postponed to Tuesday, 31 October, and the meetings of the Working Party itself would begin on Wednesday, 1 November; the Allocations Committee would replace the Building Subcommittee on Monday, 6 November; the Building Subcommittee would replace the Allocations Committee on Tuesday, 7 November; and the Committee on Standing Orders and the Application of Conventions and Recommendations would meet on the morning of Friday, 10 November.

Eighteenth Item on the Agenda:  
Programme of Meetings (concl.)

Mr. Mainwaring recalled that at the fourth sitting he had asked if it would be possible for the 171st Session of the Governing Body to begin one week later.

Lord Collison pointed out that many members might find such a postponement inconvenient since they had already assumed that the session would be at the time scheduled.

The Governing Body adopted the proposal in paragraph 4 of the Office paper.

Twenty-first Item on the Agenda:  
Election of the Officers of the Governing Body for 1967-68

Election of the Chairman

Mr. Amade, on behalf of the Government group, proposed the election of Mr. Ago, Italian Government representative, as Chairman of the Governing Body. Mr. Ago's many distinguished achievements were well known. As well as having pursued a brilliant academic career in law and political science, Mr. Ago, who was at present Professor of International Law at the University of Rome, had rendered many outstanding services both to his own country and in the international sphere. His contributions to the work of the I.L.O. had begun as long ago as 1946, when he had been a member of the Italian Government delegation to the International Labour Conference. From 1948 he had been substitute representative and since 1954 regular representative of the Italian Government on the Governing Body. He had served since 1959 as Chairman of the Government group, since 1961 as Chairman of the Committee on Freedom of Association, from 1958 to 1963 as Chairman of the Committee to Consider the Improvement of the Practical Methods of Working of the International Labour Conference and during 1954-55 as Chairman of the Governing Body.

Mr. Waline expressed the unanimous support of the Employers' group for the nomination. In addition to his many distinctions Mr. Ago had won universal respect in the Governing Body for his intellectual and human qualities.

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1 See fourth sitting, p. 27.
2 Ibid.
3 Subject to the Sixth Asian Regional Conference being added to the programme for 1968, in accordance with the decision taken by the Governing Body on the eleventh supplementary report of the Director-General (see p. 31).
Mr. Mori recalled Mr. Aogo's skilful and constructive chairmanship of the Committee to Consider the Improvement of the Practical Methods of Working of the International Labour Conference, which amply attested the wisdom of electing him as Chairman of the Governing Body. Mr. Aogo would fulfil his task as ably as he had done during his previous chairmanship. The Workers' group unanimously supported the nomination.

The Governing Body unanimously and by acclamation elected Mr. Aogo, representative of the Government of Italy, as its Chairman for 1967-68.

(Mr. Aogo took the Chair.)

The Chairman (Mr. Aogo) said that he was deeply conscious of the great honour the Governing Body had done him in electing him as its Chairman for a second time and was warmly grateful to those who had nominated him for their generous compliments. The Governing Body faced formidable tasks in the year ahead; he was therefore happy that he could rely on the support and co-operation of its members with a view to carrying out those tasks with as much success as had been achieved under the distinguished chairmanship of Mr. Aoki. One word of caution would perhaps be in order at the outset: members should endeavour not to be prodigal of the limited and precious time that the Governing Body had at its disposal.

Mr. Weaver offered his cordial congratulations to the new Chairman on his election. He expressed his deep gratitude for the contribution Mr. Aoki had made to the work of the I.L.O. as Chairman of the Governing Body.

Mr. Parodi paid tribute to the courteous, yet firm, way in which Mr. Aoki had steered the Governing Body safely through many difficulties. He extended his sincere congratulations to the new Chairman, whose views he shared on many subjects and for whom he had the highest personal regard.

Mr. Morgan had pleasure in welcoming Mr. Aogo as Chairman and felt sure that his second tenure of office would fully match the distinction of his first. He congratulated Mr. Aoki on his highly successful chairmanship.

Mr. Mathew joined earlier speakers in congratulating Mr. Aogo on his election and wished him every success in the heavy task before him. He expressed appreciation of the fine work done by Mr. Aoki, in which, as a fellow Asian, he took deep pride.

Mr. Malikov extended his congratulations and best wishes to the new Chairman on his election and his heartfelt thanks to Mr. Aoki for his outstanding work as Chairman. He was particularly glad that since a European was succeeding an Asian member in that office the principle of geographical rotation was being duly observed.

Mr. Thomas warmly endorsed the congratulations previous speakers had offered to Mr. Aogo and the gratitude they had expressed to Mr. Aoki.

Mr. Tabor was happy to welcome to the Chair the representative of a country with which Yugoslavia enjoyed cordial relations and to offer him sincere congratulations. He joined in the tributes paid to Mr. Aoki.

Mr. Mainwaring gave a most warm welcome to Mr. Aogo on his election as Chairman, while he regretted the departure of Mr. Aoki, whose period of office had been one of outstanding success.

Mr. Kamil Yasseen, who had known Mr. Aogo through his work as an international lawyer even before he had become personally acquainted with him, commended the Governing Body on the wisdom of its choice. A debt of gratitude was also owed to Mr. Aoki for the excellent service he had rendered the Governing Body as its Chairman.

Mrs. Zaofferer de Hoyeneche congratulated Mr. Aogo on his election; his success in the Chair was assured by his long experience of the Governing Body and his remarkable intellectual qualities. Thanks were due also to Mr. Aoki for his most efficient chairmanship.

Mr. Mori had been strongly impressed by the understanding attitude which Mr. Aoki had shown towards the Workers' group even in times of great stress. The Worker members gratefully recalled the fact that it had been largely thanks to Mr. Aoki's efforts that the Fact-Finding and Conciliation Commission on Freedom of Association had gone to Japan, on its very first mission, and that the Sixth Asian Regional Conference of the I.L.O. was now to take place in Tokyo. They looked forward to Mr. Aoki's continued advice and support from the Government benches.

Mr. Hill associated himself with earlier speakers in congratulating Mr. Aogo on his election and in thanking Mr. Aoki for his services as Chairman.

Mr. Waline, on behalf of the Employers' group, declared himself greatly indebted to Mr. Aoki for his courteous chairmanship of the Governing Body and for the steadfast devotion to the I.L.O. evidenced by his efforts on its behalf during the past year. Thanks should be conveyed also to Mrs. Aoki for her kind hospitality to members.

Mr. Amode expressed his pleasure at the election of the new Chairman. He was deeply indebted to Mr. Aoki, whose readiness not only to encourage the Governing Body to solve its problems but also to tackle them himself would long serve as an inspiring example of chairmanship.

Mr. Rehionak joined in congratulating Mr. Aogo, whose unanimous election to the Chair bore witness to the high esteem in which all members of the Governing Body held him. He was personally indebted to Mr. Aoki for his unfailing kindness during his year as Chairman.

Mr. Lópes Guevara conveyed the congratulations and good wishes of Mr. Oviedo, to which he added his own, to Mr. Aogo on his election to the Chair and to Mr. Aoki, whose year of chairmanship had been one of marked success.

Mrs. Bidart de Lópes looked forward with pleasure to the valuable assistance which Mr. Aogo, with his fine intellectual and other qualities, would surely lend to the work of the Governing Body during his term of office as Chairman. The patient, firm and courteous chairmanship of Mr. Aoki, even at times
of strain, and his great contribution to the work of
the I.L.O. would long be remembered with gratitude.

Mr. Haraguchi, as a fellow Japanese, took great
pride in the manner in which Mr. Aoki had discharged
the duties of chairmanship; his services deserved the
warm appreciation of the Governing Body.

Mr. Aboualam thanked Mr. Aoki for having
successfully led the Governing Body through the
trials of the past year and had every confidence that
the new Chairman would achieve similar success.

The Director-General acknowledged a debt of deep
gratitude to Mr. Aoki for his courteous, positive and
co-operative chairmanship of the Governing Body
and for his patience and resourcefulness in helping
to resolve the many delicate problems it had faced
in the past year. His period of office had been one in
which the I.L.O. had achieved signal progress in
many fields and it had earned him the lasting appre­
ciation and esteem of the Governing Body and of the
whole Organisation. He carried with him the best
wishes of all for his health and happiness in the years
ahead.

Mr. Aoki thanked the members of the Governing
Body and the Director-General and his staff for
helping him in the difficult task he had had as Chair­
man. He would always look back on his period in
office with pleasure and be glad of the greater under­
standing of the ideals of the I.L.O. which it had
brought him. He was particularly happy to leave
the Governing Body in such competent hands as
those of Mr. Ago.

Election of the Vice-Chairmen

Mr. Wajid Ali, on behalf of the Employers' group,
proposed that Mr. Waline, whose rare qualities and
past services had won him the admiration of all the
Employer members, should be re-elected as the
Employer Vice-Chairman of the Governing Body.
He took the opportunity of conveying the congrat­
ulations of the Asian Employers to Mr. Ago on his
election and to Mr. Aoki on his achievements as
Chairman.

Lord Collison, on behalf of the Workers' group,
proposed that Mr. Mori should be re-elected as
Worker Vice-Chairman. To great qualities of mind
and understanding for which all members had come to
esteem him Mr. Mori allied many years' experience of
the work of the Governing Body and of the Inter­
national Labour Conference.

Congratulation was due to Mr. Aoki, whose
outstanding chairmanship had combined courtesy
without firmness, and to the new Chairman, whose
ability to pour oil on troubled waters was never found
wanting.

The Governing Body unanimously and by acclama­
tion elected Mr. Waline as Employer Vice-Chairman
and Mr. Mori as Worker Vice-Chairman for 1967-68.

(The session was declared closed at 6.20 p.m.)

Approved by the Governing Body at the first sitting of its 170th Session, held on 14 November 1967.

Roberto Ago,
Chairman.
APPENDICES

APPENDIX I

Agenda

1. Approval of the minutes of the 168th Session.
5. Report of the Meeting of Experts on Programmes of Adjustment to Automation and Advanced Technological Change.
8. Reports of the Financial and Administrative Committee.
16. Composition and agenda of committees and of various meetings.
18. Programme of meetings.
19. Appointment of Governing Body representatives on various bodies.
22. Date and place of the 170th Session of the Governing Body.

Appendices II to XXI reproduce the papers submitted to the Governing Body on the above agenda items.
APPENDIX II


1. The Governing Body is required at its present session to give preliminary consideration to the agenda of the 53rd (1969) Session of the International Labour Conference. The Standing Orders provide that the Governing Body shall normally consider the agenda for each session of the Conference at two successive sessions before taking a decision on the inclusion of any item. The Standing Orders also require that the reports on the items shall reach governments not less than 12 months before the opening of the session at which they are to be discussed, and provide that, to allow for the necessary time to prepare and dispatch the reports, the final decision to place a question on the agenda will normally be taken 18 months before the session of the Conference. For these reasons the Governing Body is now invited to decide the questions on which it wishes to have more detailed proposals or law and practice reports at its 170th Session so that it may then take a final decision on the agenda of the 53rd (1969) Session of the Conference.

2. The Conference at its 53rd (1969) Session will necessarily have before it the following items:
   - Report of the Director-General.
   - Financial and budgetary questions.
   - Information and reports on the application of Conventions and Recommendations.

3. The following items are likely to be carried forward for second discussion from the 52nd (1968) Session:
   - Labour inspection in agriculture.
   - Revision of Conventions Nos. 24 and 25 concerning sickness insurance.

4. In addition, the Conference at its 53rd (1969) Session will have before it a special report on the Application of the Declaration concerning the Policy of Apartheid of the Republic of South Africa adopted by the Conference at its 48th (1964) Session, submitted by the Director-General in pursuance of the request contained in paragraph 6 of the operative part of the Declaration.

5. In suggesting subjects on which the Governing Body might wish to call for law and practice reports or more detailed proposals preparatory to determining the agenda of the 53rd (1969) Session, the Director-General has made a comprehensive examination of the questions which might be brought forward for Conference action in 1969 and future years and has borne in mind the desirability of completing consideration of certain items which have been pending for some years, the views expressed in support of certain items in the Governing Body and in the Conference, the preoccupations of the developing as well as of the advanced countries, and the fact that these items will be ripe for Conference discussion in 1969 in the light of preparatory work.

6. The Director-General accordingly suggests the following subjects for the consideration of the Governing Body in deciding at this session the questions on which it wishes to have law and practice reports or more detailed proposals at its 170th Session:
   - (a) holidays with pay;
   - (b) minimum wage-fixing machinery and related problems, with special reference to developing countries;
   - (c) special youth employment and training schemes for development purposes.

Holidays with Pay

7. At its 45th (1961) Session the International Labour Conference adopted a resolution confirming holidays with pay inviting the Governing Body to consider the desirability of placing the question of the revision of the Holidays with Pay Convention, 1936 (No. 52), on the agenda of an early session of the Conference. A comprehensive survey on the law and practice in the matter of annual holidays with pay, prepared by the Committee of Experts on the Application of Conventions and Recommendations on the basis of reports received from governments under articles 19 and 22 of the Constitution in 1963 and submitted to the Conference at its 48th (1964) Session, fully confirmed the need to revise the Convention to bring it more into line with present-day needs, practice and aspirations in respect of annual holidays with pay. As against the minimum annual holiday of six working days provided for in the Convention, the survey carried out by the Committee of Experts revealed that, out of the 92 States examined, only 23 had a minimum holiday of less than two weeks; 41 countries prescribed a holiday of 12 to 15 working days; and 27 prescribed a minimum holiday of three to four weeks. The Committee of Experts also found a pronounced trend in a wide range of countries towards improving holiday standards. These improvements included, in addition to a longer holiday, the extension of holiday rights to more workers and various detailed measures to ensure that all workers were eligible for, and were effectively granted, annual holidays with pay.

8. The International Labour Conference had an opportunity at its 48th Session to examine the survey submitted by the Committee of Experts and to review the question in the light of the findings of the survey. The Conference Committee on the Application of Conventions and Recommendations, noting that the Holidays with Pay Convention, 1936, "had now been overtaken by time and changing conditions and could no longer be considered as an up-to-date standard-setting instrument adapted to modern conditions ", expressed the hope that the question of the revision of the Convention "would soon be placed on the agenda of the Conference, and that the new Convention would reflect the growing importance of annual holidays, having regard to the increasing mechanisation in most sectors of activity and to the technical developments ". Among the matters suggested for revision were the minimum length of the annual holiday, the service requirements for entitlement to the annual period laid down, annual holiday entitlements of workers who had not put in the full qualifying period of service, provisions concerning splitting the annual holidays, postponing or accumulating part of it, and possibly the annual holiday entitlement of young workers. The Conference Committee also emphasised that, in revising the Convention, provisions other than the binding


requirements relating to the principle and the length of annual holidays with pay should be drafted in more actual contents of these measures."

9. The Governing Body has already considered, on the basis of detailed proposals, the question of the revision of the Holidays with Pay Convention, 1936, in connection with the agenda of the 50th (1966), 51st (1967) and 52nd (1968) Sessions of the Conference. On all three occasions, after reviewing the various items proposed for possible inclusion in the agenda, the Governing Body decided not to select this particular topic because of the higher priority it wished to give to other proposed items and the number of technical items which the Conference would be called upon to discuss. At the 163rd Session (November 1965) a number of Government members spoke in favour of placing this item on the agenda, and the Workers' group urged that it should be given the highest priority for the agenda of the 52nd (1968) Session. These views were reiterated at the 165th Session of the Governing Body (May 1966) by the spokesman of the Workers' group and again at the 167th Session (November 1966) by members of the Workers' group and some Government members. As indicated above, the Governing Body did not, however, select this question for inclusion in the agenda of the 52nd Session of the Conference.

10. More than five years have passed since the adoption by the Conference in 1961 of the resolution concerning holidays with pay, which invited the Governing Body to consider the desirability of placing the question of the revision of the Holidays with Pay Convention, 1936, on the agenda of an early Conference session. In the meantime, the Committee of Experts on the Application of Conventions and Recommendations has, on the basis of the world-wide survey of the law and practice in respect of annual holidays with pay referred to earlier, fully confirmed the need to revise the Convention to bring it more into line with present-day needs, and the Conference Committee on the Application of Conventions and Recommendations has also expressed the hope that the question of the revision of the Convention would soon be placed on the agenda of a Conference session. The Governing Body may accordingly wish to consider the desirability and possibility of placing the question of the revision of the Holidays with Pay Convention, 1936, on the agenda of the 53rd (1969) Session of the Conference. Should it so decide, the comprehensive survey of the law and practice concerning annual holidays with pay in the member States of the I.L.O. prepared by the Committee on the Application of Conventions and Recommendations for the 48th (1964) Session of the Conference, with the necessary revisions to bring it up to date, will provide a suitable report on present law and practice. The Director-General has already transmitted copies of this survey to all member States of the Organisation.

Minimum Wage-Fixing Machinery and Related Problems, with Special Reference to Developing Countries

11. At its 163rd Session (November 1965) the Governing Body approved the Director-General's proposals for action to be taken on the resolution concerning minimum living standards and their adjustment to the level of economic growth adopted by the Conference at its 48th (1964) Session, on the understanding that account would be taken of the views expressed in the course of the discussion. The action proposed by the Director-General included, besides a research programme, the convening in 1966 of a Meeting of Experts on Minimum Wage Fixing and Other Problems of Wage Policy, with Special Reference to Developing Countries. Provision for this meeting has been included in the 1967 budget as approved by the Conference at its 50th Session, and the Governing Body at its 168th Session approved the Director-General's proposals regarding arrangements for this meeting, which will be held in Geneva from 25 September to 6 October 1967.

12. On the subject of Conference action, the Governing Body at its 163rd Session "... invited the Director-General ... to consider including among his proposals for agenda items for an early session of the Conference a proposal for an item relating to minimum living standards and their adjustment to the level of economic growth."

13. In compliance with this request the Director-General proposed to the Governing Body at its 165th Session (May 1966) that this item might be included among those to be considered by it at its 167th Session (November 1966) for inclusion in the agenda of the 52nd (1968) Session of the Conference. In so doing, the Director-General pointed out that the field of minimum living standards and their adjustment to the level of economic growth was a broad one, that it would appear necessary to distinguish between specific areas within it which were, or could be, the subject of international labour standards, and that the most important area, in which the need was most urgent for further standard setting, was that of minimum wage fixing and related problems, with special reference to developing countries.

14. In accordance with the decision which it took at its 165th Session to call for further proposals on the question of minimum wage-fixing machinery and related problems, with particular reference to developing countries, the Governing Body had before it at its 167th Session (November 1966) a draft of a report by the Governing Body recommending a brief a survey of some aspects of minimum wage fixing in various parts of the world, and in particular in developing countries, and of the adjustment of minimum wages in the light of economic growth and changes in the cost of living. However, after reviewing the various items proposed for possible final inclusion in the agenda of the 52nd (1968) Session of the Conference, the Governing Body decided not to include this question.

15. The Governing Body, subject to consideration by it of the conclusions of the meeting of experts referred to in paragraph II above, may wish to retain for further consideration at its 170th Session, for possible inclusion in the agenda of the 53rd (1969) Session of the Conference, the question of minimum wage-fixing machinery and related problems, with special reference to developing countries.

Special Youth Employment and Training Schemes for Development Purposes

16. At its 165th Session (May 1966) the Governing Body was informed by the Director-General that he intended to make specific proposals regarding standard-setting activities in the field of special youth training and employment programmes on the occasion of the preliminary consideration by the Governing Body at its present session of the agenda of the 53rd Session of the Conference.

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3 See Minutes of the 166th Session of the Governing Body, Appendix II, paras. 1-12, pp. 12-12.

4 See Minutes of the 165th Session of the Governing Body, first sitting, pp. 4-9.


17. At the 46th (1962) Session of the Conference the Conference Committee on the Application of Conventions and Recommendations took up the question of the participation of youth in economic and social development activities in connection with compulsory national service and the relationship which might arise between these activities and the application of international labour Conventions. Considerable discussion of these matters took place at the Conference, and the Director-General indicated that the I.L.O. would be taking constructive action in this area, with due regard to the real problems confronting the States concerned, i.e. the large number of unemployed young persons, shortage of capital and the great need for development works. He accordingly initiated a research programme to study methods of involving youth in development activities, to investigate the relationship between such systems and international labour standards and to determine how the I.L.O. within its field of action, could find an acceptable solution to these problems.

18. Somewhat similar schemes to combat unemployment among young people in the 1930s were discussed by the Conference before adopting the Unemployment (Young Persons) Recommendation, 1935. There were, however, important differences: the unemployment problems of industrial countries in the 1930s differed from those confronting developing countries today and the objectives of present schemes are more complex. In addition to avoiding the social dangers and economic waste inherent in the enforced idleness of young people, these schemes seek, by involving them in economic development activities, to make up for shortcomings in the educational system and to supplement education with " civic " training.

19. Research undertaken over the past few years in the field of special youth programmes has shown that the problems are difficult and have a number of features differentiating them from those dealt with in the Forced Labour Convention, 1937 (No. 29), the Abolition of Forced Labour Convention, 1957 (No. 105), and the Unemployment (Young Persons) Recommendation, 1935 (No. 45). This raises various points of general policy which the I.L.O. will have to resolve in pursuing further its work on youth programmes. Following the initial research stage, the Director-General informed the Governing Body at its 164th Session (February-March 1966) of the measures he envisaged taking in this area. Among other things he proposed that the subject might be included in the agenda of an early session of the Conference with a view to the adoption of a new instrument—possibly a Recommendation—the essential purpose of which would be to assist in generally promoting national policies relating to special youth training and employment programmes and to suggest useful guidelines in keeping with national circumstances and customs. Taking note of the suggestions made by the Director-General to the Governing Body at its 164th and 165th Sessions, the Conference at its 50th (1966) Session adopted a resolution concerning special youth training and employment programmes in which, among other things, it requested the Governing Body to include the question in the agenda of a forthcoming Conference session.

20. It is evident that the need for standard setting in this field is becoming increasingly urgent; requests for assistance on youth programmes are already being received from governments and their number seems likely to increase. Moreover, several developing countries are going ahead with their own plans for a variety of youth service programmes and are looking to the I.L.O. for guidance as to the principles which they should follow.

21. At the present stage it would seem that the following aspects of special youth training and employment programmes might usefully be discussed by the Conference and be covered by an instrument:

(a) the objectives of such programmes;
(b) the categories of young people which they should cover;
(c) the forms of preparation for employment and of civic education which they should offer;
(d) the types of productive employment for which they should provide;
(e) their integration with general employment policy;
(f) general principles regarding the rights and obligations of participants;
(g) organisational aspects such as the desirable administrative structure and provision for a central supervisory council;
(h) the relationship of such programmes to military service or other civic obligations.

22. The programme and budget proposals for 1968, as approved by the Governing Body at its 168th Session, include provision for a meeting of experts on youth services; the recommendations of this meeting on the various aspects of the problems referred to above would provide the Office with valuable guidance.

23. If the Governing Body decides to retain this item for further consideration, more detailed proposals on the subject will be submitted to it at its 170th Session.

24. With a view to determining the agenda of the 53rd (1969) Session of the International Labour Conference, the Governing Body may wish to decide, in the light of the foregoing considerations, that at its 170th Session it should receive law and practice reports or more detailed proposals on the following subjects:

(a) holidays with pay;
(b) minimum wage-fixing machinery and related problems, with special reference to developing countries;
(c) special youth employment and training schemes for development purposes.

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2 Certain of the studies have been published in the International Labour Review (Geneva, I.L.O.), Vol. 93, Jan. 1966, No. 1, pp. 1-79.
APPENDIX III

Third Item on the Agenda: Report of the Meeting of Members of the Committee of Social Security Experts

1. In accordance with a decision taken by the Governing Body at its 167th Session (November 1966) a meeting of a limited number of the experts on social security in general of the Committee of Social Security Experts was held at the International Labour Office in Geneva from 6 to 18 March 1967.

2. The agenda of the meeting was as follows:
   I. Principles of international instruments concerning sickness and maternity, including medical care.
   II. Principles of international instruments concerning unemployment benefits.
   III. Possibility of adopting an international instrument dealing with family benefits.
   IV. Review of I.L.O. social security activities.

3. The report of the meeting, together with four annexes, which relate respectively to the four items on the agenda, is appended to this paper.¹

Main Recommendations of the Meeting

Principles of International Instruments concerning Sickness and Maternity, Including Medical Care.

4. In Annex I to its report the meeting recognised that a new Convention concerning sickness benefits to revise the Sickness Insurance (Industry) Convention, 1927 (No. 24), and the Sickness Insurance (Agriculture) Convention, 1927 (No. 25) might be designed in such a way that separate ratification would be possible in respect of the agricultural and non-agricultural sectors. It also agreed that, as regards the contingency in which medical care should be provided, the new instrument should confine itself to sickness, excluding morbid conditions arising out of employment injury and also excluding pregnancy and confinement, since these contingencies were already dealt with in the Employment Injury Benefit Convention, 1964, and the Maternity Protection Convention (Revised), 1952. The detailed recommendations and suggestions on specific points referred to in Annex I are being used by the Office in the preparation of the report on the revision of Conventions Nos. 24 and 25 concerning sickness insurance to be submitted to the International Labour Conference at its 52nd (1968) Session.

5. In Part II of Annex I, the meeting agreed that, in view of the existing international standards concerning maternity benefits, particularly those prescribed in the Social Security (Minimum Standards) Convention, 1952, and in the Maternity Protection Convention (Revised), 1952, it would be premature for it at the present stage to discuss problems regarding principles of international instruments concerning such benefits.

Principles of International Instruments concerning Unemployment Benefits.

6. In Annex II the meeting recognised that measures to provide protection in the event of unemployment could not be contemplated in isolation from economic considerations and that primary emphasis should be placed on the prevention of unemployment in the first instance; it recommended in particular that the Office should examine various alternative ways of embodying in a new instrument the principle that an unemployment scheme should be part of a programme to provide full employment. The meeting recommended that the Office should study both the feasibility of introducing such schemes in developing countries and the form an instrument might take in respect of them. As regards certain specific aspects of unemployment protection, the meeting suggested that the following should be examined by the Office: the problem of covering seasonal workers and workers employed intermittently; the position of workers who could not be considered as employed persons, such as independent workers, with a view to finding ways in which to extend protection to them; an adequate benefit level on the basis of supplementary statistical studies; and the various ways in which unemployment benefits could be financed.

Possibility of Adopting an International Instrument on Family Benefits.

7. In Annex III the meeting expressed itself in favour of the adoption of international instruments dealing specifically with family benefits, in the form of a Convention supplemented by a Recommendation. The majority of the members were of the opinion that, as regards the chronological order of international instruments concerning social security to be adopted, a Convention dealing with family benefits should have priority over a revised Convention on unemployment benefits. In connection with the preparation of a new instrument on family benefits, the Committee recommended that the Office should carry out studies on the possibility of (a) raising standards concerning the scope of persons protected in comparison with those laid down in Part VII of the Social Security (Minimum Standards) Convention, 1952, and (b) broadening the provisions of paragraph (b) of Article 42 of that Convention concerning various types of benefits in kind; at the same time it should examine the benefits which might be included in a Recommendation.

Activities of the I.L.O. in the Field of Social Security.

8. In Annex IV the meeting endorsed the proposed programme of I.L.O. activities in the field of social security and expressed the wish that the I.L.O. should provide the necessary means for implementing the programme. It emphasised the necessity for the co-ordination of the social security activities of the I.L.O. with those of international and regional organisations.

9. It also considered it desirable that the I.L.O. should take part in the preparation and carrying out of social welfare projects, and mentioned specifically in this connection the first meeting of ministers of social welfare to be held in 1968 and also the preparatory meeting to be held prior to the meeting of ministers.

10. With regard to the social security research programme of the Office, the meeting was of the opinion that the I.L.O. should give priority to studies on the following topics: (a) social security in agriculture; (b) the role of social security in social and economic development; and (c) medical care within the framework of social security.

The meeting unanimously agreed that the I.L.O. should give the highest priority to technical co-operation activities in the field of social security. It stressed the fact that such activities were of importance not only to developing countries but also to highly industrialised countries, as well as to regional international organisations. It strongly recommended that I.L.O. experts on mission should be in contact with representatives of workers' and employers' associations to ascertain their points of view. Finally, it expressed the wish that the I.L.O. should increase its technical co-operation in respect of the training of the technical and administrative staff of social security institutions by granting fellowships, by organising courses and seminars, and especially by increasing its help to national and regional training and study centres.

The meeting recommended that the Governing Body should consider the possibility of including in the agenda of a future session of the International Labour Conference a social security subject of general scope and importance, such as the role of social security in social and economic development, so that it might be discussed in a tripartite social security committee of the Conference and by the Conference itself, with a view to the formulation of conclusions that could guide the action of governments and of the I.L.O. in social security matters. The meeting was of the opinion that a free exchange of opinions and ideas of the three groups, without the pressure of having to establish a formal international labour Convention, might be very fruitful for the future development of social security throughout the world. It recalled the positive experience acquired at the Eighth Conference of American States Members of the I.L.O. in September 1966 through the discussion of a similar subject, which had resulted in the unanimous adoption of a body of recommendations constituting a consistent and comprehensive programme of action in the field of social security at the American regional level.

Suggested Action on the Meeting's Recommendations

In order to give effect to the meeting's suggestions and recommendations, the Director-General proposes—

(a) to communicate Annex I to the meeting's report to the committee to be set up by the Conference at its 52nd Session to deal with the item on its agenda concerning the revision of the Sickness Insurance (Industry) Convention, 1927, and the Sickness Insurance (Agriculture) Convention, 1927; and

(b) to submit to the Governing Body at the appropriate time suggestions concerning the establishment of an international instrument or instruments concerning family benefits, taking into account the order of priority recommended by the meeting between such instruments and the proposed instrument or instruments dealing with unemployment benefits.

The Director-General has noted the meeting's view that the I.L.O. should take part in the preparation and carrying out of social welfare projects.

The Director-General will take into account the meeting's recommendations relating to research and to technical co-operation and give effect to them so far as possible within the limits of available resources.

The Director-General is giving due consideration to the meeting's recommendation concerning the inclusion in the agenda of a future session of the International Labour Conference of a social security subject of general scope and importance, so that it might be discussed in a tripartite social security committee of the Conference and by the Conference itself, and will submit suggestions to the Governing Body as appropriate.

The Governing Body is invited—

(a) to take note of the report of the Meeting of Members of the Committee of Social Security Experts and its annexes;

(b) to authorise the Director-General to communicate the report and the annexes to the governments of States Members of the Organisation and to the intergovernmental organisations concerned; and

(c) to take note of the action which the Director-General proposes to take, as described in paragraphs 13 to 16 above.
APPENDIX IV

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

1. The Committee of Experts on the Application of Conventions and Recommendations held its 37th Session in Geneva from 9 to 22 March 1967. The Committee adopted a report which, in accordance with the usual practice, has been printed as a document of the International Labour Conference. The report has been submitted to the Governing Body at its present session.

2. The Committee had before it the following:
   (a) reports from governments, under article 22 of the Constitution, on the Conventions which they have ratified;
   (b) reports from governments, under articles 22 and 35 of the Constitution, on the application of Conventions in non-metropolitan territories;
   (c) information supplied by governments, under article 19 of the Constitution, on the measures taken by them to bring certain Conventions and Recommendations before the competent authorities for enactment of legislation or other action;
   (d) reports from governments, under article 19 of the Constitution, on four instruments selected by the Governing Body, namely three unratified Conventions and one Recommendation concerning hours of work.

3. This year marks the 40th anniversary of the Committee's establishment in 1927. The Committee took the opportunity to review the developments and adjustments in its composition and working methods which had taken place over the years in order to enable it to continue to discharge its responsibilities even while its basic purposes and principles remained essentially unaltered. The Committee considered the possibility of certain further developments in its procedures aimed at giving governments an opportunity to supply it with fuller information and enabling it, through more direct contacts, to help find a positive solution for the problems encountered.

4. The attention of the Governing Body is also drawn to the general survey prepared by the Committee regarding hours of work. This survey, which appears in Part Three of the Committee's report, is based on reports received in accordance with articles 19 and 22 of the Constitution and dealing with the above-mentioned four instruments on hours of work, namely the Hours of Work (Industry) Convention, 1919 (No. 1), the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30), the Forty-Hour Week Convention, 1935 (No. 47), and the Reduction of Hours of Work Recommendation, 1962 (No. 116). The survey covers a total of 123 countries (93 member States and 30 territories). It is also available in offprint form.

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

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3 Ibid., paras. 37-40, pp. 11-12.
Fifth Item on the Agenda: Report of the Meeting of Experts on Programmes of Adjustment to Automation and Advanced Technological Change

At its third sitting\(^1\) the Governing Body decided to postpone consideration of this item until its 170th Session. The paper prepared for the Governing Body is accordingly not reproduced here.\(^2\)

\(^1\) See p. 16.
APPENDIX VI

Sixth Item on the Agenda: Report of the Meeting of Experts on the Safe Use of Benzene and Solvents Containing Benzene

1. The Meeting of Experts on the Safe Use of Benzene and Solvents Containing Benzene, for which provision was made in the 1967 programme of meetings, was held in Geneva from 16 to 22 May 1967. The World Health Organisation, the Council of Europe and the European Economic Community were represented at the meeting.

2. The agenda of the meeting, as approved by the Governing Body, was as follows:

I. Composition, preparation and industrial use of substances containing benzene or its homologues.

II. Occupational hazards and examination of whether it is possible to determine acceptable levels of exposure.

III. Technical safety measures and substitution.

IV. Medical control and health education.

3. During the general discussion the participants reviewed the various industrial processes in which workers may be exposed to benzene. They noted that the use of benzene and products containing it had increased considerably in recent years as regards not only its utilisation as a basic product in the chemical industry but also the use of hydrocarbons containing benzene in many work processes, either as solvents or as thinners.

4. The experts pointed out that the most serious danger lay in the effects of long-term or chronic toxicity resulting from repeated absorption of small doses of benzene. These chronic effects resulted principally from benzene's activity on the bone marrow, which often led to serious, sometimes irreversible, blood disturbances and even to the appearance of leukemia in some individuals. This toxic action of benzene on the bone marrow was one of the features which distinguished benzene from its homologues and other hydrocarbons used as industrial solvents.

5. In view of the hazards involved in the exposure of workers to benzene and products containing benzene, it was necessary to adopt technical safety measures and to develop adequate methods of control to make these measures effective.

6. The experts agreed that the ideal solution would be to prevent the use of benzene in its various applications but that this was only possible in exceptional cases as regards the use of benzene as a raw material for organic synthesis in the chemical industry.

7. The experts further noted that it was in the industrial solvent field that the greatest efforts had been made to find substitutes for benzene or solvents containing it. Such substitutes, though still toxic, were less so than benzene. These efforts had been successful in various countries and had led to the adoption of reports and recommendations by the Council of Europe (Partial Agreement).

8. The meeting emphasised that the problem of replacing benzene and other benzene-containing solvents by less toxic solvents had three main aspects:

(a) the toxicological aspect: the solvents replacing benzene must possess considerably less toxicity than benzene, in particular towards the bone marrow,

(b) the technical aspect: the solvents replacing benzene must possess the qualities required by their users and, in particular, have solvent properties and the necessary volatility;

(c) the economic aspects: such substitutes must not be too expensive.

9. When, because of their method of production, solvents contained benzene, the problem which had to be faced was one of fixing the maximum benzene content which might be accepted in such products. The experts discussed this question thoroughly and, in particular, took into consideration the recommendations adopted by the Council of Europe after extensive consultation of the industries concerned. They also examined the legislative measures already in force and the voluntary agreements arrived at in the different countries. The experts were unanimous in considering that solvents which may contain benzene as a result of their method of production should not have a benzene content exceeding 1 per cent. Moreover, they stressed that the addition of benzene to solvents or products which did not originally contain it should be rigorously prohibited.

10. The experts reviewed briefly the principles of collective preventive measures. They also considered thoroughly the problems relating to supervision of the work environment, and in particular whether it was possible to establish a tolerable limit for benzene in the air at the workplace. The establishment of a tolerable limit was imperative for a poison like benzene, whose effects were cumulative.

11. The experts noted that in several countries values concerning the tolerable limits in the air at the workplace had already either been adopted by legislation or proposed by specialised bodies. A critical examination of the data available in this respect revealed a striking fact: there was a general tendency towards a progressive lowering of the amounts adopted or proposed as a tolerable limit for benzene. After a thorough discussion of the various aspects of the question, the meeting recommended that everything should be done to improve conditions of industrial technology in order to lower as far as possible the amount of the tolerable limit. For the present it believed it advisable to consider the figure of 25 p.p.m. (80 mg/m³) as being strictly a ceiling amount which should never be exceeded, the corollary being that the average concentration amount must be considerably lower.

12. The experts also reviewed the question of medical supervision. They pointed out that no person should work in a job involving exposure to benzene unless he was in good health. They also specified the conditions in which pre-employment examinations and periodic examinations should be carried out.

13. The experts indicated that persons under 18 years of age should not be employed on work which exposed them to benzene and that special precautions were necessary in respect of women.

14. The experts further emphasised that proper labelling of benzene containers, individual protection methods, personal hygiene and health education could help in the prevention of poisoning hazards.
15. As a conclusion to its consideration of the items on its agenda, the meeting adopted the attached report\(^1\) and recommended in particular—

(a) that the I.L.O. should seek to ensure the widest possible diffusion of the report and of the working papers which had served as a basis for the discussions among government, employers' and workers' circles;

(b) that it should consider the possibility of adopting international instruments relating to protection against hazards arising from benzene;

(c) that it should do everything possible to encourage the various countries, particularly the developing countries, to take appropriate preventive measures against benzene hazards and that it should disseminate appropriate information and codes of practice;

(d) that it should continue and develop co-operation with the international organisations concerned with the various aspects of protection against hazards arising from benzene.

16. The Governing Body is invited—

(a) to take note of the report of the Meeting of Experts on the Safe Use of Benzene and Solvents Containing Benzene and to authorise the Director-General to give the report and the working papers the widest possible circulation in government, employers' and workers' circles;

(b) to request the Director-General to take account of the recommendations of the meeting, as set out in paragraph 15 above, when drawing up the work programmes of the Office for future years.

\(^1\) The report (mimeographed document MEBS/1967/8(Rev.)) is not reproduced here.
APPENDIX VII

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

[At its first sitting\textsuperscript{1} the Governing Body dealt with the 96th and 100th reports of the Committee on Freedom of Association, at its second sitting\textsuperscript{2} it dealt with the 97th and 98th reports and at its fourth sitting\textsuperscript{3} it dealt with the 99th report. The texts of these reports will be found in the \textit{Official Bulletin} (Geneva, I.L.O.), Vol. L, July 1967, No. 3, Supplement II.]

\textsuperscript{1} See p. 8.
\textsuperscript{2} See p. 13.
\textsuperscript{3} See p. 25.

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APPENDIX VIII

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

[The papers relating to this item, being of a confidential nature, are printed separately in accordance with the usual practice.]

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APPENDIX IX

Ninth Item on the Agenda: Report of the Allocations Committee


\textsuperscript{4} See pp. 17-18.
APPENDIX X

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

1. The Committee on Standing Orders and the Application of Conventions and Recommendations met on 31 May 1967 under the chairmanship of Mr. Encinas del Pando.

APPLICATION OF CONVENTIONS AND RECOMMENDATIONS

Choice of Conventions and Recommendations on Which Reports under Article 19 of the Constitution Are to Be Requested for 1968 and 1969

2. The Committee had before it a proposal placed on its agenda as a result of a decision taken by the 50th Anniversary Committee at the 168th Session of the Governing Body. This proposal was intended to afford a basis for the review by the Organisation in 1969 of its activities in one of its principal fields of endeavour—the adoption and implementation of standards.

3. The note placed before the Committee in this connection emphasised that the International Labour Conference had since its First Session in 1919 adopted a large number of Conventions and Recommendations serving a wide variety of aims: to ensure a minimum of social protection; to develop national machinery for the implementation of labour policies; and to spell out the fundamental human rights of workers. The total number of ratifications had risen steadily over the years, but the present figure, which was approaching 3,300, could still be considered as falling short of what might seem possible and desirable in terms of national capabilities and international objectives. While the Organisation had been able since the entry into force of the amended Constitution some 20 years ago, to follow up in a routine fashion the effect given to certain groups of standards selected by the Governing Body for reporting under article 19 of the Constitution, the 50th anniversary warranted a unique approach designed not so much to review past achievements as to bring out problems which might have arisen in implementing some of the I.L.O.’s most important instruments, and thereby assist the Organisation in continuing to adapt itself to the needs of a changing world. All members of the Committee concurred, therefore, in accepting the principle of an over-all review and the consequent postponement by one year of the request for reports on the four Recommendations concerning the protection and promotion of the health and welfare of workers previously selected by the Governing Body at its 164th Session.

4. There was general agreement in the Committee that an over-all review along the lines indicated above would be both appropriate and useful in connection with the I.L.O.’s 50th anniversary. While much interesting information became available from year to year under the routine system of reporting in pursuance of article 19, the very special circumstances which marked the celebration of the 50th anniversary warranted a unique approach designed to review past achievements as well as to bring out problems which might have arisen in implementing some of the I.L.O.’s most important instruments, and thereby assist the Organisation in continuing to adapt itself to the needs of a changing world. All members of the Committee concurred, therefore, in accepting the principle of an over-all review and the consequent postponement by one year of the request for reports on the four Recommendations concerning the protection and promotion of the health and welfare of workers previously selected by the Governing Body at its 164th Session.

5. The Worker members, supported by several other members, suggested that such a review would gain in clarity if it were based on a specific form of report applicable to all of the instruments covered. This should be limited to the two main points mentioned above, i.e. the extent to which effect was to be given to it or what were the difficulties preventing or delaying its ratification. Such an abbreviated system of reporting would be necessary in order to facilitate the task of the government services concerned. Several speakers stressed, moreover, that governments should be free, where appropriate, merely to refer to information previously supplied either in their reports on unratiﬁed Conventions or in connection with the submission of Conventions to the competent national authorities. The Worker members, in particular, underlined that the reporting must be done in such a way as to make the survey a suitable basis for a review by the Conference of the progress achieved in giving effect to international labour Conventions, the problems involved therein and the prospects for the future.

6. The importance of asking governments only for the strictest minimum of information required to permit the over-all review envisaged was also stressed by several members in connection with the total number of instruments to be covered by such a review. The opinion was expressed that the tentative list appended to the proposal was too long, taking into account the limited resources available in many countries for the preparation of reports to the I.L.O. The Worker members and certain Government members, while recognising these difficulties, nevertheless considered the tentative list to be well-balanced and worth retaining. The Employer members expressed the view that it would be preferable to have full information on a limited number of Conventions rather than superficial information on a large number. They therefore thought that the list might well consist merely of the six major human rights Conventions. It was pointed out, on the other hand, that the various instruments included in the list all represented Conven-

1 See Minutes of the 164th Session of the Governing Body, fifth sitting, pp. 25-27, and Appendix X, paras. 2-7, pp. 74-75.
tions the importance of which was generally recognised and which had been repeatedly referred to at recent regional meetings of the I.L.O. The Committee expressed the hope that a draft form of report prepared along these lines could be submitted to it at the 170th Session of the Governing Body. The Committee also decided to consider the exact composition of the list of Conventions further at its next meeting, taking into account, in particular, the type of information to be included in the draft form of report which would be before it on the same occasion.

7. As regards the amount of work which the submission of the relevant information would represent for governments, particularly in the developing countries, it was proposed that the tentative list might be considered as a target and that some degree of flexibility might be permitted in order to enable governments, perhaps with some assistance from the Office, to supply the data requested. One Government member suggested in this connection that countries might, where necessary, confine themselves to reporting on only part of the Conventions listed, according to their administrative possibilities. It was also pointed out that many of the Conventions envisaged had been ratified on a very large scale, so that only some of the governments would have to report on them. Other Conventions which had been less widely ratified thus far deserved to be included in the review in order to make it possible to ascertain the difficulties standing in the way of their implementation.

8. The Byelorussian Government member, with the support of the Worker members, suggested that the proposed over-all review on the occasion of the 50th anniversary might be combined with a special appeal to member States to ratify those Conventions by which they were not yet bound. Such an appeal would usefully supplement the study of ratification possibilities envisaged for 1969. Several members, including in particular the Employer members, considered, however, that an appeal of this kind would be premature at this stage and that in any case governments might have valid reasons for not ratifying certain Conventions. In their opinion the crux of the problem was the application rather than the ratification of international labour standards. The Committee agreed that the question of whether or not to suggest to the Governing Body to issue such an appeal might usefully be considered at a somewhat later stage in connection with the celebration of the I.L.O.'s 50th anniversary.

9. The Moroccan Government member expressed the view that the burden of work implicit in the proposed over-all review might be more equally shared between the national administrations and the Office if the latter were requested to prepare a draft survey of the prospects and problems of ratification. This draft survey could be circulated to governments for their observations and suggestions and could then be submitted to the Conference. It was pointed out, in reply, that under article 19 of the Constitution the relevant information was expected to be provided by the governments, which might, however, refer to particulars previously made available to the I.L.O.

10. In concluding its exchange of views, the Committee decided that it would recommend the Governing Body to schedule an over-all review along the lines mentioned in paragraph 3 above, it being understood that the list of Conventions to be included in this review as well as the precise form of report on which it would be based would be further considered at the 170th Session of the Governing Body.

11. In these circumstances the Committee recommends the Governing Body to decide in principle to request for 1968, in pursuance of article 19 of the Constitution, a report along the lines mentioned in paragraph 3 above, and to postpone until 1969 the article 19 reports on four Recommendations which it was previously intended to request for 1968.
APPENDIX XI

Eleventh Item on the Agenda: Report of the International Organisations Committee

1. The International Organisations Committee met on 26 May 1967 under the chairmanship of Mr. Borisov and Mr. Tata.

Forty-third Session
of the Administrative Committee on Co-ordination
(Geneva, 5-6 April 1967)

2. The Committee welcomed the submission of an advance summary of the latest report of the Administrative Committee on Co-ordination (A.C.C.), as well as of the complete report, thanks to which the Committee had been continuously informed of the proceedings of the A.C.C. The Committee devoted special attention to the following questions dealt with in the 33rd report of the A.C.C. 1

General Review of the Programme of the Organisations of the United Nations Family.

3. At its 169th Session the Governing Body had attached special importance 2 to the discussion that would take place in the A.C.C. concerning the implementation of resolution 2188 (XXI) of the General Assembly of the United Nations, which called upon the Committee for Programme and Co-ordination of the Economic and Social Council, enlarged for the purpose by members designated by the General Assembly, to carry out a general review of the operational and research activities of the organs constituting the United Nations system in the field of economic and social development, with a view to avoiding duplication of programmes and to ensuring that the maximum benefit might be derived from those activities at a reasonable cost.

4. In considering the report on the 43rd Session of the A.C.C. the International Organisations Committee recognised that, as revealed in various passages of the report itself, the continuing proliferation of new organs in the United Nations system, as well as the development of the activities of organs already established, gave rise to many problems of co-ordination. The United States Government member suggested that a number of the organs recently set up had been established as an alternative to action to ensure that the existing organisations could cope effectively with the problems within their terms of reference. In those cases the new organs had deliberately been set up with terms of reference that overlapped with those of existing organisations, and the new bodies were thus themselves the immediate cause of new co-ordination problems. It was the Committee's view that the information which it was possible to compile from existing sources had now been supplied and that, if the agencies were to receive requests for further information requiring substantial additional work, reimbursement of costs by the United Nations would be required because the budgets of the agencies had been committed against specific programmes and afforded no scope for absorbing additional expenditure. The Committee expressed the hope that, by concentrating on immediate practical problems which were in any case currently under consideration within the various agencies, the enlarged Committee for Programme and Co-ordination would avoid the need to call for information not readily available and that the review would thus impose no appreciable additional burden on the financial and staff resources of the organisations of the United Nations family. The Canadian Government member drew attention in this connection to the additional resources that would be available as a result of the strengthening of the secretariat of the A.C.C. and the simplification of the documentation provided by the agencies for co-ordination purposes.

7. The Worker members noted with particular approval the A.C.C.'s confident expectation that in pursuing its task the enlarged Committee for Programme and Co-ordination would take into account the special position arising out of the different structures and responsibilities of particular agencies. The A.C.C.'s views in this respect, which were consonant with, and largely reflected, the concern previously expressed by the Governing Body on the subject of the need to safeguard the situation resulting from the tripartite structure of the I.L.O., would be brought to the attention of the enlarged Committee for Programme and Co-ordination when it met in June 1967. The International Organisations Committee looked forward to receiving a full report from the Director-General concerning the progress of the review on the occasion of the 170th Session of the Governing Body.

United Nations Development Decade.

8. Expressing their keen disappointment at the fact that there was now little likelihood of the targets of the
United Nations Development Decade, in which such high hopes had been placed, being achieved, the Worker and Employer members emphasised the importance of the report which the Secretary-General of the United Nations had been asked to prepare in consultation with the executive heads of the specialised agencies concerning action that could be taken after the Development Decade. A great responsibility rested on individual governments, and also on international organisations, especially those in the United Nations family, to speed up technical co-operation programmes with a view to coming closer to the targets of the Development Decade and to drawing up plans for the following period.

Other Matters of Direct Interest to the I.L.O.

9. The Committee briefly reviewed other matters of direct interest to the I.L.O. dealt with in the report. It was observed in particular that the A.C.C. had taken note of the adoption of the Ottawa Plan for Human Resources Development, the development of an Asian Manpower Plan, and the adoption by the International Labour Conference of a resolution concerning the development of human resources.1

10. The Committee agreed to recommend the Governing Body to take note of the 33rd Report of the Administrative Committee on Co-ordination.

First Session of the Industrial Development Board
(New York, 10 April-5 May 1967)

11. In order to inform the Committee of the proceedings and conclusions of the First Session of the Industrial Development Board, on which the official report of the United Nations Industrial Development Organisation (U.N.I.D.O.) was not yet available, the Director-General had submitted an information paper and asked the official who had been his representative at the meeting to supply the Committee with such additional information as it might require.

12. The Committee noted that, as had been pointed out by a good number of delegates at the First Session of the Board, the new organisation, in which great hopes had been placed, was aiming very high and had been in danger of adopting the programme disproportionate to its resources. The Board had requested that future financial estimates should be presented in the form of a programme budget and had adopted, by 24 votes to 10, with 10 abstentions, a resolution inviting the Secretary-General to convene an annual pledging conference and recommending that the Board should allocate a separate section in the budget of the United Nations to provide for the programme of technical assistance in industrial development at a level commensurate with the expanding requirements of the developing countries.8

13. Both the Employer and the Worker members of the Committee noted with some disappointment that, despite all the efforts that had previously been made—at the 21st Session of the General Assembly of the United Nations—to avoid any duplication between the competence of the two organisations and enable them to play distinctive, complementary and mutually supporting roles in the industrialisation of developing countries, the work programme submitted to the Board by the Executive Director of U.N.I.D.O. had included among its II main headings industrial training and management and the development of small-scale industries, and that the rest of these headings were so general as to give the impression that the programme of U.N.I.D.O. should embrace every aspect of national development, even outside the industrial sector. The Worker members also wondered whether the role of employers’ and workers’ organisations was supposed to be covered by the main heading which referred to the “institutional aspects of industrial development”.

14. The Committee noted, however, that one of the guidelines unanimously adopted by the Board for the future work of U.N.I.D.O. specified that assistance to the developing countries should be provided “pursuant to the provisions for co-ordination and co-operation in General Assembly resolution 2152 (XII)”, under which the new organisation had been established every aspect of the Economic and Social Council under the Charter of the United Nations and with the relationship agreements between the agencies concerned. At the First Session of the Board, considerable discussion had taken place as to the manner in which that mandate should be discharged, and the Executive Director of U.N.I.D.O. had been requested—

(a) to submit to each regular session of the Board an analytical report on the activities of the United Nations system in the field of industrial development, drawing attention specifically to gaps in action and areas of duplication, if any; and

(b) to examine, in consultation with the executive heads of other organisations in the United Nations system, the possibility of including in the annual consolidated report of the industrial development activities of those organisations an account of their proposed future programmes of activities in the field of industrial development, and to submit to the Board at its next regular session.

16. The Committee noted that, pending the Board’s further consideration of the matter in the light of the additional report it had requested, co-ordination with regard to industrial development would have to be pursued by the second means provided for in the General Assembly resolution, namely by arrangements to be evolved by the Secretary-General of the United Nations at the secretariat level. It was noted that the Executive Director of U.N.I.D.O. had informed the A.C.C. that he was initiating discussions aimed at working out such arrangements.

17. The representative of the Director-General told the Committee that apart from the general arrangements which the A.C.C. had decided to see established by the Secretary-General, conversations had taken place with the Executive Director of U.N.I.D.O. with a view to extending the coverage of the working agreement previously arrived at between the I.L.O. and the Centre for Industrial Development, this being regarded as the best means of overcoming any difficulties which might arise in the normal course of events if there was overlapping between U.N.I.D.O. and the I.L.O. in day-to-day practice. The Director-General very much hoped that in the coming few months it would be possible to make any necessary adjustments and additions to the earlier agreement, with a view to enabling the I.L.O. to give U.N.I.D.O. as much support as possible in a constructive effort to meet the real requirements of the developing countries. For co-ordination to be successful it should start on an empirical basis, and it would be form a good foundation for complete agreement between the two organisations. In the meantime, and in accordance with the understanding reached in the Second Committee at the 21st Session of the General Assembly, the I.L.O. was continuing and intensifying its work in the field of training, which accounted for the bulk of its operational activities.


18. The Committee unanimously welcomed the Director-General's positive approach to the subject of co-ordination with U.N.I.D.O. Tribute was paid by Government, Employer and Worker members to Dr. Ammar, Deputy Director-General, for his very able representation of the I.L.O. at the First Session of the Board, and particular admiration was expressed for his presentation of the I.L.O.'s views in a statement he had made during the Board's discussion on the problem of co-ordination in the field of industrial development. Confirming the importance of co-ordination in the field and of adequate financing, the Yugoslav Government member expressed his conviction that, in view of the extent of the contribution which all organisations could make to industrial development, there was no ground for fearing that the I.L.O. might fail to secure a recognised place in that process. The Asian Government member expressed his hope that the I.L.O. and U.N.I.D.O. would arrive at a mutually advantageous agreement on the basis of the general principles that had been laid down by the General Assembly and the Economic and Social Council; he added, moreover, that his Government had full confidence in the future success of U.N.I.D.O.

19. The Committee was pleased to note that the I.L.O. had been asked to contribute papers for the international symposium on social development, that was to be held in Athens under U.N.I.D.O.'s auspices from 29 November to 20 December 1967 and that the I.L.O. would be submitting such contributions on a number of subjects to which it attached great importance, chiefly in the field of manpower and training but also in respect of social participation in industrial development, including industrial technology and industrial safety and health. The spirit of co-operation which had prevailed between the two organisations in the planning and preparation of those contributions was most gratifying. The Committee hoped that no effort would be spared to ensure that the symposium would provide the Industrial Development Board with a good technical understanding of the nature of the problems on which practical action would have to be taken. This depended partly on the arrangements made for consideration of the very extensive agenda of the symposium itself, and partly on the quality of the delegations. The Worker members expressed the view that these delegations, which would include representatives of private industry in some countries, should also include representatives of trade unions. The Committee agreed to leave the question of tripartite I.L.O. representation at the symposium in abeyance pending for discussion by the Officers of the Governing Body, the final decision to be reserved until the Governing Body sitting immediately after the close of the 51st Session of the International Labour Conference.

20. In conclusion the Committee recognised that, although at its First Session the Industrial Development Board had failed to reach agreed conclusions on some issues, it would be unreasonable to expect immediate spectacular results from a body which had only just been established. It was hoped that the Second Session of the Board would mark a definite step forward towards the achievement of the objectives of U.N.I.D.O., which were shared by the entire United Nations family. The Committee expressed the wish that it would continue to be kept fully informed of developments concerning co-ordination and co-operation between U.N.I.D.O. and the I.L.O.

Draft Declaration on Social Development (New York, 6–23 March 1967)

21. Government, Employer and Worker members of the Committee welcomed the action taken by a working party set up for Social Development at the Eighteenth Session of the Commission for Social Development and the means of attaining them.

22. It was felt that the principles and objectives selected by the working party could provide a useful basis for the drafting of a Declaration which would be of value in promoting activities directed towards social development. Noting that the representative of the I.L.O. had drawn the Committee's attention to the Conventions and Recommendations adopted by the International Labour Conference and had expressed the earnest hope that the Declaration would be drafted in accordance with the principles established by those instruments, the Worker members drew attention to the fact that the instruments in question already covered most of the field in some detail. The I.L.O. had accordingly assured the Committee that the applicability of those international labour standards would not be affected by the proposed Declaration. The representative of the Director-General undertook to ensure that this point would not be overlooked.

Rapporteurs on Technical Assistance in the Social Field.

23. The Committee had recommended that the Economic and Social Council should request the Secretary-General to designate five rapporteurs, chosen on the basis of equitable geographical representation, to examine and assess, after consultation with the international organisations concerned, the programmes and methods of the organisations of the United Nations family in providing technical assistance in the social field.

24. The I.L.O. representative at the session, speaking also on behalf of the Food and Agriculture Organisation of the United Nations (F.A.O.), the United Nations Educational, Scientific and Cultural Organisation (U.N.E.S.C.O.) and the World Health Organisation (W.H.O.), after stressing the importance of technical co-operation programmes in the activities of those organisations and the fact that those activities were determined by their respective policy-making organs, had stated that it was assumed that the Commission did not intend to create a new co-ordinating organ the activities of which would overlap with those of already existing organs. The Worker and Employer members of the Committee underlined the importance of that statement and added that they would not welcome an assessment of the I.L.O.'s activities by an outside panel which would not be tripartite in composition. The U.S.S.R. Government member emphasised that in principle her Government supported the evaluation and co-ordination of the activities of organisations in the United Nations family. When the proposal to appoint the five rapporteurs came before other bodies, particularly the Economic and Social Council, the United Kingdom Government would give it very close consideration with a view to satisfying itself that it would ultimately lead to increased efficiency and that it would not result in overlapping with other forms of evaluation such as the general review which the Committee had discussed earlier. Moreover, the terms of reference of the rapporteurs would have to be compatible with the obligations of the Governments governing the relationship between the United Nations and the specialised agencies. The representative of the Director-General undertook to follow developments closely and to keep the Committee informed.

Land Reform.

25. The Committee had also examined the conclusions of the World Land Reform Conference held in Rome in 1966 under the joint auspices of the United Nations and the F.A.O., in association with the I.L.O. Approving of the action taken by the I.L.O. representative of the Organisation, the Committee affirmed that its field of land reform, the Byelorussian Government member urged that the Commission for Social Development
should continue to be kept fully informed of these activities. He was pleased that the Commission's attention had been drawn to the resolution on agrarian reform, with particular reference to employment and social aspects, in accordance with the recommendations of the International Labour Conference at its 40th (1965) Session and in which the really important feature of agrarian reform, namely that of giving the land to those who worked it, had been pointed out. The Mexican Employer member reminded the Committee that the ownership of land was only one of the many relevant aspects of the problem.

Twenty-third Session of the Commission on Human Rights
(Geneva, 20 February-23 March 1967)

26. The U.S.S.R. Government member, followed by a number of other speakers, expressed keen interest in some of the decisions taken by the Commission on Human Rights at its 23rd Session.

27. In a resolution adopted by 20 votes to 7, with 2 abstentions, the Commission had recommended the establishment of a post of High Commissioner for Human Rights, the incumbent of which would be appointed by the General Assembly of the United Nations on the recommendation of the Secretary-General for a term of five years and would submit to the Assembly through the Economic and Social Council reports on developments in the field of human rights. He was pleased that the implementation of the relevant declarations and instruments adopted by the United Nations and the specialised agencies, and his evaluation of significant progress and problems.

28. Members of the Committee expressed a variety of views on the potential importance of that recommendation. The Worker members hoped that the appointment of a High Commissioner would lead to effective measures to safeguard human rights. In reply to a question which they asked about the possibility of I.L.O. participation in the selection of the panel of expert consultants which would be appointed to advise and assist the High Commissioner in carrying out his functions, and to questions by the Chinese Government member concerning the mandate of the High Commissioner and possible overlapping between his functions and those of the I.L.O. Committee of Experts on the Application of Conventions and Recommendations, it was pointed out that while it would be premature for the International Labour Conference to enter into a discussion of complicated and to some extent hypothetical issues contingent upon the approval of the proposal of the Commission on Human Rights by the Economic and Social Council and the General Assembly, the Director-General was very much alive to the importance of maintaining very close co-operation in these matters with the Secretary-General of the United Nations and with the High Commissioner if it were decided to appoint one, and would at the appropriate stage give consideration to the possibility of further exploration with them of the questions that had been raised. It was quite clear, however, that no decision of the General Assembly could affect in any way the constitutional provisions for the application of international labour Conventions and Recommendations.

29. Whereas the Argentine Government member attached great importance to the proposed appointment of a High Commissioner, which would supplement the possibilities of the United Nations in the field of human rights, it was pointed out by the Iraq and U.S.S.R. Government members that many members of the Commission on Human Rights did not believe that the appointment of a High Commissioner would be the most effective means of promoting such rights. The U.S.S.R. Government member considered that the protection of human rights was a general problem covered in the

United Nations Human Rights Seminar on "Apartheid"
(Brasilia, 23 August-4 September 1966)

30. The Committee had before it a paper concerning the proceedings of a seminar on apartheid held at Brasilia from 23 August to 4 September 1966 within the framework of the United Nations consultative services on human rights, as well as a paper concerning subsequent action taken by the United Nations in the light of the outcome of the seminar.

31. The I.L.O. representative at the seminar had given an account of the measures taken by the Organisation in the field of apartheid. In resolutions adopted by the General Assembly of the United Nations on the recommendation of committees which had considered the report on the seminar, the specialised agencies were called upon to continue to co-operate in the international campaign against apartheid, and the Director-General had informed the Secretary-General that the I.L.O. would be glad to do so.

32. The Committee noted that the Director-General had taken due account of the discussions at the seminar and of the subsequent developments at the United Nations in the field of apartheid. In resolution 14 (XXIII), the Secretary-General had announced the decision of the Declaration concerning the Policy of Apartheid of the Republic of South Africa which was being submitted to the International Labour Conference at its 51st Session.

33. At its Third Extraordinary Session (London, 4-5 May 1967) the Council of the Intergovernmental Maritime Consultative Organisation (I.M.C.O.) decided that in the light of the disaster caused by the foundering of the giant oil tanker "Torrey Canyon" and the subsequent discharge of large quantities of crude oil into the sea, and with a view to avoiding the hazards presented by the carriage of oil or other noxious or hazardous cargoes, a number of questions should be studied as a matter of urgency in consultation, where appropriate, with other interested international agencies.

34. Since the task set by the Council of I.M.C.O. not only involved a vast amount of work to be performed as a matter of urgency but also would call for a concerted attack from many angles at the same time, for which all

available resources should be mobilised and concentrated, the Director-General had given careful consideration to the contribution which the I.L.O. might make to assist in the solution of a problem of such wide international concern, and to the manner in which it might appropriately offer the assistance envisaged in the decision of the I.M.C.O. Council.

35. The Committee agreed with the Director-General’s suggestion, which had already been endorsed by the leaders of the Joint Maritime Commission, that the I.L.O. could make a constructive contribution in respect of the training and certification of seafarers. The I.L.O. had considerable experience in dealing with those questions in close co-operation with the representatives of governments, shipowners and seafarers, and had already co-operated with I.M.C.O. in the field of maritime safety training. It therefore seemed reasonable and indeed indispensable to make available the I.L.O.’s experience in the present situation. The United Kingdom Government member expressed her Government’s particular interest in the Director-General’s suggestion and its desire that the experience of the I.L.O. should be made available in this field.

36. The Committee accordingly decided to recommend

the Governing Body—

(a) to take note of the proposals for urgent action following the “Torrey Canyon” disaster adopted by the Council of I.M.C.O. at its Third Extraordinary Session, which include reference to the training and certification of officers and ratings on large ships and on ships carrying oil or other hazardous or noxious cargoes;

(b) to take the necessary measures to make the I.L.O.’s experience available to I.M.C.O. and for the I.L.O. to make its full contribution to the study of the training and certification of officers and ratings on large ships and on ships carrying oil or other hazardous or noxious cargoes;

(c) to propose that, for this purpose, the question should be referred to a joint I.M.C.O.-I.L.O. committee in accordance with the terms of the I.L.O.-I.M.C.O. Agreement; and

(d) to invite the Director-General to keep the Governing Body informed of subsequent developments in this regard.

V. Borisov, Chairman and Reporter.
APPENDIX XII

Twelfth Item on the Agenda: Report of the Committee on Industrial Committees

1. The Committee on Industrial Committees met on 29 May 1967 under the chairmanship of Mr. Haenlein.

I. Tripartite Technical Meeting for the Woodworking Industries: Invitation of International Non-Governmental Organisations

2. The following international non-governmental organisations had indicated their interest in the work of the Tripartite Technical Meeting for the Woodworking Industries (Geneva, 11-22 September 1967), and their desire to be represented at the meeting by observers:

- European Confederation of Woodworking Industries
- European Federation of Furniture Manufacturers
- International Federation of Building and Woodworkers
- International Federation of Christian Trade Unions of Building and Woodworkers
- Trade Unions International of Workers of the Building, Wood and Building Materials Industries

3. The Committee on Industrial Committees recommends the Governing Body to decide that the international non-governmental organisations listed in the preceding paragraph should be invited to send observers to the Tripartite Technical Meeting for the Woodworking Industries.

II. Advisory Committee on Salaried Employees and Professional Workers: Invitation of International Non-Governmental Organisations to the Sixth Session

4. The Committee on Industrial Committees had before it a document and a supplementary note listing the international non-governmental organisations which had asked to be represented by observers at the Sixth Session of the Advisory Committee on Salaried Employees and Professional Workers to be held in Geneva from 4 to 15 December 1967. These organisations were the following:

- International Council of Commerce Employers
- International Federation of Commercial, Clerical and Technical Employees
- International Federation of Christian Trade Unions of Salaried Employees, Technicians, Managerial Staff and Commercial Travellers
- International Confederation of Executive Stafs
- Public Services International
- Postal, Telegraph and Telephone International
- International Federation of Christian Trade Unions of Employees in Public Service and P.T.T.
- International Federation of Public Service Executive Staffs
- European Federation of National Engineers’ Associations
- International Catholic Secretariat for Technologists, Agriculturists and Economists
- International Federation of Chemical and General Workers’ Unions
- World Federation of Scientific Workers
- World Confederation of Organisations of the Teaching Profession
- International Federation of Free Teachers’ Unions
- World Federation of Teachers’ Unions
- International Federation of Secondary Teachers
- International Association of University Professors and Lecturers
- International Federation of Journalists
- International Federation of Actors
- International Federation of Musicians
- International Federation of Variety Artists
- International Secretariat of Entertainment Trade Unions within the International Confederation of Free Trade Unions
- International Council of Nurses
- International Federation of Business and Professional Women
- International Federation of University Women
- International Metalworkers’ Federation

5. In view of the large number of organisations which had asked to be represented by observers, and of the problem of accommodation, the Director-General had suggested that these organisations, if invited, should be asked to send not more than one observer each.

6. The Employer members noted the extraordinarily large number of organisations which had asked to be represented and therefore supported the suggestion that they should be represented by only one observer each. The organisations concerned all represented categories of workers interested in the work of the Advisory Committee on Salaried Employees and Professional Workers and it was therefore difficult to discriminate among them. However, the Employer members questioned whether the International Federation of Chemical and General Workers’ Unions and the International Metalworkers’ Federation should be invited to be represented. The grounds given for these organisations’ interest in the proceedings of the Advisory Committee on Salaried Employees and Professional Workers could be put forward by any organisation of industrial workers, and the extending of an invitation to them might thus constitute a precedent. The problems of non-manual workers in such industries should be dealt with in the appropriate Industrial Committees. The principle involved should be examined in the Committee on Industrial Committees on a later occasion.

7. The Worker members acknowledged that the large number of organisations which had asked to be represented by observers raised a number of practical problems, particularly with regard to accommodation, and they therefore agreed with the suggestion that only one person from each organisation should be invited to attend. The large number of organisations showed the wide interest in the problems dealt with by the Advisory Committee on Salaried Employees and Professional Workers, and the requests made by the International Federation of Chemical and General Workers’ Unions and the International Metalworkers’ Federation were indicative of the substantial trend from manual to non-manual status in these industries as well as in others. It was pointed out in this connection that some of the
workers' organisations covering individual industries had in fact more non-manual workers in their membership than certain specifically non-manual organisations included in the list. The practical problems arising out of the presence at the session of such a large number of observers could be handled by the Chairman and Officers of the Advisory Committee on Salaried Employees and Professional Workers in accordance with the Standing Orders. The Worker members therefore considered that all the organisations which had requested to be allowed to send observers to the session should be authorised to do so.

8. The United States Government member agreed that the changing character of world industry was bringing about a shift towards non-manual workers in the labour force, and said that the I.L.O. should face up to this problem. He considered that the Advisory Committee on Salaried Employees and Professional Workers itself would be able to handle the problems arising from the presence of such a large number of observers, and he therefore supported the proposal that all the organisations listed should be authorised to send one observer each to the session.

9. The U.S.S.R. Government member said that the fact that requests to be represented had been received from such a large number of organisations should be a reason for satisfaction, since the requests bore witness to the wide interest in the work of the Advisory Committee on Salaried Employees and Professional Workers and the I.L.O. It would not be right to limit the number of organisations to be invited, and the suggestion that only one person from each of the 26 organisations should be present was very reasonable. This was not a question of principle, and the work of the Committee would not be vitally affected.

10. The Pakistan Government member agreed that there was a trend towards an increase in the number of non-manual workers in the industry. He thought the I.L.O. was concerned could be relied on not to send observers unless they had a very strong interest in the matters to be discussed in the Advisory Committee on Salaried Employees and Professional Workers, which itself would be able to handle the practical problems involved.

11. The Government member of the Federal Republic of Germany supported the proposals in the two documents and requested that the Office should follow up the question and report on the participation of observers in the work of the Advisory Committee on Salaried Employees and Professional Workers at its Sixth Session, thus giving the Committee on Industrial Committees an opportunity to consider the problem in general.

12. The Yugoslav Government member expressed satisfaction at the interest shown by so many organisations in the work of the Advisory Committee on Salaried Employees and Professional Workers. The problems of non-manual workers required more attention, and at the 51st Session of the International Labour Conference there would be an opportunity to raise the matter during the discussion on the Director-General's Report. It would be preferable to leave this stage to decision by the I.L.O. It should be discussed later in the light of the proceedings of the Sixth Session of the Advisory Committee on Salaried Employees and Professional Workers.

13. The Worker members understood the hesitation expressed by the Employers but pointed out that the problem had arisen because of the broad terms of reference of the Advisory Committee on Salaried Employees and Professional Workers and the fact that while some of the organisations covered the same sector of activity others dealt only with the specific problems of non-manual workers in a particular industry. The organisations concerned could be relied on to show self-restraint. Moreover, article 7 of the Standing Orders of the Industrial and Analogous Committees governed the extent of the participation of observers and provided the Committee with sufficient safeguards for the efficient conduct of its proceedings. The proceedings would no doubt benefit from the presence of observers representing specific industries.

14. The Employer members emphasised that there was no difference of opinion between them and other speakers concerning the importance of the change in the structure of the workforce. They emphasised, however, that the problems in specific industries should be dealt with in the corresponding Industrial Committees, and they were not prepared to allow the Assistant Director-General to mediate between the views of the Committee and that of the Advisory Committee on Salaried Employees and Professional Workers. They pointed out that the participation of observers in sessions of Industrial and Analogous Committees was governed not only by the Standing Orders but also by the specific agreements to which membership of the I.L.O. was open. The rights granted to certain observers had to be granted to all of them if they so requested. There was no doubt that the Committee on Industrial Committees would have to reconsider the problem as a whole, in the light of the proceedings of the Sixth Session of the Advisory Committee on Salaried Employees and Professional Workers and of the viewpoints put forward during the present discussion by members of all three groups. They would not press this matter to a vote but were unable to support the proposal that the International Federation of Chemical and General Workers' Unions and the International Metalworkers' Federation should be invited to send observers to the Sixth Session of the Advisory Committee on Salaried Employees and Professional Workers.

15. The Committee on Industrial Committees recommends that the Governing Body should decide that each of the international organisations listed in paragraph 4 above should be invited to send not more than one observer to the Sixth Session of the Advisory Committee on Salaried Employees and Professional Workers.

16. It was understood that the Director-General would report to the Committee on Industrial Committees on the participation of observers in the Sixth Session of the Advisory Committee on Salaried Employees and Professional Workers.

III. Periodic Reports on the Effect Given by the Office to Requests of Industrial Committees: Tripartite Technical Meeting for the Clothing Industry

17. The Committee had before it a report on the action taken by the Office on the requests made by the Tripartite Technical Meeting for the Clothing Industry (Geneva, 21 September-2 October 1964). This report had been drawn up pursuant to a decision taken by the Governing Body at its 160th Session (November 1964) that the Governing Body should on the advice of the Committee on Industrial Committees, two years after consideration by the Governing Body of the most recent conclusions adopted at any Industrial Committee session or analogous meeting, report on the action taken on the recommendations of the Committee or meeting which concerned the Office.

18. Mr. Faupl expressed the Worker members' disappointment with the report. The Office had failed to undertake a further study of ways and means of mitigating their effects in the clothing industry, and the result was due not to the absence of new developments in that sector but to the failure to provide the necessary resources for this purpose. He also felt that the action which the Office had taken on resolution No. 5 adopted by the meeting was not satisfactory. The progress report gave analyses of only two replies from governments; the Office should get more replies and circulate the analyses of these replies not only to the Committee on Industrial Committees but also to the governments which had participated in the meeting and to the employers' and workers' organisations concerned. Although the Director-General had promised a much
more active follow-up of Industrial Committee sessions at the time when the Working Party on the Programme and Structure of the International Labour Organisation had considered this matter, there had been no improvement so far.

19. Mr. Beermann also expressed discontent at the way in which the Office was acting on the conclusions and resolutions adopted by the Industrial Committees. He considered this matter, there had been no improvement so far.

20. Lord Collison emphasised the great importance attached by the Worker members to follow-up of the work of Industrial Committee sessions. It was frustrating to find that the conclusions adopted by the Industrial Committees were not acted upon after so much time and energy had been spent on formulating them. The resolution adopted by the International Labour Conference in 1965 concerning the industrial activities of the International Labour Organisation specified that the Director-General should provide sufficient staff for dealing with matters concerning Industrial Committees and the findings of the Working Party on the Programme and Structure of the I.L.O. tended in the same direction. Commenting upon paragraph 4 of the progress report, he pointed out that developments such as the emergence of new centres of production required an investigation into the problem of fluctuations in employment in the clothing industry. He also found the action taken on resolution No. 5 adopted by the International Labour Conference in 1965 concerning the industrial activities of the International Labour Organisation to be unsatisfactory and suggested that another conference should be sent to governments if the first communication did not produce satisfactory results.

21. Mr. Miller expressed the view that, as the Conference on Employment Stabilisation convened by the Organisation for Economic Co-operation and Development (O.E.C.D.) would be examining the question of fluctuations in employment in a number of industries, including the clothing industry, a memorandum by the I.L.O. of further action for the present, as proposed in the Office paper, was the right course, and he wished to support the Office in this matter. Any other course would be an unnecessary duplication of effort and would not therefore be justified. Lord Collison, however, said that he thought that the other conference should not prevent the I.L.O. from continuing to study the problem after having done the initial work.

22. Mr. Erdmann, while appreciating the disappointment expressed by the Worker members, felt that the root of the problem might lie in the Industrial Committee sessions themselves. Their work should be considered not in isolation but within the framework of Office activities as a whole. The Industrial Committees should exercise some restraint in their requests for studies and other action by the I.L.O., and the Governing Body delegates who attended Industrial Committee sessions could also use their influence to that end.

23. The representative of the Director-General, referring to the specific criticisms voiced by members, pointed out, as regards the investigation of the problem of fluctuations in the clothing industry referred to in paragraph 6 of the progress report, that the I.L.O. had a close working relationship with the O.E.C.D. and that therefore all possible assistance would be given by the I.L.O. in connection with the preparation of the Conference on Employment Stabilisation to be held under the auspices of the O.E.C.D. In regard to the analyses of government studies on manpower and other questions given in the progress report, a number of replies had in fact been received from governments. However, only two of them contained new information, and therefore the analysis had been confined to the earlier replies. He would consider the suggestion that a further communication should be sent to governments with a view to obtaining fuller information.

24. The representative of the Director-General added that the Director-General shared the dissatisfaction which had been expressed at the lack of improvement in the follow-up of the work of Industrial Committees. He welcomed the suggestion made by Mr. Erdmann that Governing Body delegates might play an active role in limiting the requests made to the Office. He pointed out that all requests for action by the Office were carefully examined by the Director-General before the over-all programme of activity of the Office was drawn up and submitted to the Financial and Administrative Committee of the Governing Body. For the majority of projects, additional resources were necessary. It was for the Financial and Administrative Committee in the first instance, and subsequently for the Governing Body, to take a decision concerning the allocation of these resources. At that stage decisions on the order of priority also had to be taken. If a procedure on the lines suggested by Mr. Erdmann were established with a view to limiting the requests for action by the Office, and if an order of priority in respect of requests were fixed by the Financial and Administrative Committee and the Governing Body, the frustrations which prevailed in the matter at present could be reduced.

25. The Committee on Industrial Committees took note of the report.

IV. Meetings of Industrial and Analogous Committees in 1969

26. In accordance with the established procedure the Committee gave preliminary consideration to the programme of meetings of Industrial and Analogous Committees for 1969. The Committee had before it a paper containing proposals concerning meetings of the Industrial Committee type which might be convened in 1969 and suggestions regarding the agenda of those meetings.

27. The proposals submitted by the Director-General were based on the assumption that a regional conference would be held in 1969 and that, as a result, there would be room in the 1969 programme of meetings for not more than three meetings of the Industrial Committee type. In order to give members of the Committee on Industrial Committees a range of possibilities to choose from, the Director-General had made proposals concerning five meetings, four of which related to standing Industrial Committees and one to an ad hoc tripartite technical meeting.

28. These proposals were as follows:

Standing Committees:
- Iron and Steel Committee (Eighth Session).
- Chemical Industries Committee (Seventh Session).
- Coal Mines Committee (Ninth Session).
- Metal Trades Committee (Ninth Session).

Ad Hoc Tripartite Meeting:

29. The paper containing the Director-General's proposals had been distributed rather late. The Chairman felt that it was nevertheless desirable that the Committee should carry over to 1969 the tripartite technical meeting as one of the proposals. He hoped, however, that the Office would in future try to distribute the paper early enough for it to be studied by members before the Committee met.
30. A number of Government members of the Committee pointed out that in the circumstances they could make only preliminary remarks for consideration at the 170th Session of the Governing Body, since they had not been able to consult the technical government services concerned.

31. Mr. Faupl, on behalf of the Worker members, said that that would not prevent his group from giving an informal opinion on the choice of meetings but that he would not be able to express a view on the proposed agendas until the 170th Session of the Governing Body. He explained that, in accordance with the established procedure, his group was now making proposals based on the four major meetings system introduced by the Governing Body at its 140th Session (November 1958) but that the Worker members hoped that this system would soon be changed and that it would be possible to hold four meetings of the Industrial Committee type each year instead of three. He indicated the Workers' preference for the following order of priority as regards the meetings to be convened in 1969: Eighth Session of the Iron and Steel Committee; Seventh Session of the Chemical Industries Committee; and a Tripartite Technical Meeting for the Leather and Footwear Industry.

32. The U.S.S.R. Government member indicated that his Government continued to attach great importance to the Industrial Committees and hoped that they would meet more frequently. The Government member of Yugoslavia stated that in his country, also, the Government, trade unions and employers were most interested in the Industrial Committees and considered that all the proposals submitted by the Director-General concerning the 1969 programme deserved consideration. The Government member of Venezuela said that his country, whose proposals submitted by the Director-General concerning the 1969 programme deserved consideration. The Governing Body at its 140th Session (November 1958) but that the Worker members hoped that this system would soon be changed and that it would be possible to hold four meetings of the Industrial Committee type each year instead of three. He indicated the Workers' preference for the following order of priority as regards the meetings to be convened in 1969: Eighth Session of the Iron and Steel Committee; Seventh Session of the Chemical Industries Committee; and a Tripartite Technical Meeting for the Leather and Footwear Industry.

33. The preferences indicated in a preliminary way by various speakers as regards the order of priority for Industrial Committee sessions or ad hoc tripartite technical meetings to be held in 1969 may be summarised as follows:

Worker members: Iron and Steel Committee [Eighth Session]; Chemical Industries Committee [Seventh Session]; Tripartite Technical Meeting for the Leather and Footwear Industry.

United States Government member: Iron and Steel Committee [Eighth Session]; Tripartite Technical Meeting for the Leather and Footwear Industry; Chemical Industries Committee [Seventh Session].

Government member of the Federal Republic of Germany: sessions of two standing Industrial Committees; one tripartite technical meeting.

U.S.S.R. Government member: Iron and Steel Committee [Eighth Session]; Chemical Industries Committee [Seventh Session]; if possible a session of the Coal Mines Committee (without excluding the Tripartite Technical Meeting for the Leather and Footwear Industry if it should be possible to hold four meetings).

Government member of Yugoslavia: Chemical Industries Committee [Seventh Session]; Iron and Steel Committee [Eighth Session]; Tripartite Technical Meeting for the Leather and Footwear Industry.

Government member of Venezuela: Iron and Steel Committee [Eighth Session]; Chemical Industries Committee [Seventh Session]; Tripartite Technical Meeting for the Leather and Footwear Industry.

United Kingdom Government member: Iron and Steel Committee [Eighth Session]; Chemical Industries Committee [Seventh Session]; Tripartite Technical Meeting for the Leather and Footwear Industry.

V. Examination of the Problems Connected with Industrial Committee Sessions and Other Industrial Meetings of Various Kinds

38. The Chairman indicated that the Working Party established at the 156th Session of the Governing Body (May 1966) to examine a number of problems connected with the Industrial Committees and other meetings of various kinds, with a view to submitting a report to the Committee on Industrial Committees had held two sittings on 26 May 1967. It had resumed its consideration of the problem of the frequency of meetings of the Industrial Committee type, taking into account the
relationship between this problem and that of the frequency of meetings. The members of the Working Party had borne constantly in mind the limits of the budgetary allocation for all kinds of industrial meetings and had all striven earnestly to find a solution to the problem of the frequency of meetings of Industrial and analogous Committees. This was a fundamental problem the solution of which would have widespread repercussions. The Working Party had not reached a final conclusion and had arranged to meet again at the 170th Session of the Governing Body. The Chairman hoped that the Director-General would find it possible to schedule the Working Party’s meetings for the beginning of the session so that its report might be submitted to the Committee on Industrial Committees at that session.

VI. Eighth Session of the Metal Trades Committee: Effect to Be Given to Resolution No. 67 concerning Labour Statistics in the Metal Trades

30. At its Eighth Session (December 1965) the Metal Trades Committee unanimously adopted a resolution (No. 67) concerning labour statistics in the metal trades. In clause (c) of this resolution the Committee requested the Director-General to collect and publish labour statistics and other similar data specifically concerning workers in the metal trades.

31. At the 165th Session of the Governing Body (June 1966) the Committee on Industrial Committees considered this request, and on its recommendation the Director-General requested the Office to bring it to the attention of the 11th International Conference of Labour Statisticians, together with a summary of the views expressed in the Committee on Industrial Committees.

32. The 11th International Conference of Labour Statisticians (Geneva, 18-28 October 1966) had before it a report in which resolution No. 67 concerning labour statistics in the metal trades, together with several similar resolutions adopted by other Industrial Committees, were reviewed in detail. 1

33. The Director-General had informed the Committee on Industrial Committees that the 11th International Conference of Labour Statisticians had considered the problems raised by various Industrial Committees and had noted that these problems had two aspects: first, the international comparison of wages for which, in turn, data were required for both national and international comparison of such data. As regards the second aspect, the delegations to the Conference had noted that the preparation of detailed statistics constituted a serious financial problem for developing countries and even for advanced countries and that it would be difficult to undertake new programmes for the production of detailed labour statistics for particular industries. As regards the second aspect, the delegates to the Conference had emphasized that international comparison was even more difficult when an attempt was made to compare data relating to a particular industry whose scope was not always defined in the same way in different countries. Although continuing efforts towards international standardization were helping to overcome these problems, progress would inevitably be slow.

34. When the Committee on Industrial Committees had first considered resolution No. 67 of the Metal Trades Committee, the Director-General had indicated that additional work involved could not be fitted into the work programme of the unit concerned for 1966 and 1967 except at the expense of work of the kind normally carried out in the statistical field. However, at the previous session the Director-General had indicated that he intended, if possible, to begin work towards the end of 1967 on a compilation of statistics already published on an industry basis and, in this manner, partially to meet the request of the Metal Trades Committee.

44. Mr. Faupl said that this was yet a further case of inability or unwillingness on the part of the Office to give effect to an Industrial Committee resolution. However, the Director-General had left a small ray of hope, and there was now a possibility that action could be initiated on a small scale, would be taken on resolution No. 67 of the Metal Trades Committee.

45. Lord Collison said he realized that it was difficult for developing countries to compile statistics by industry. However, it was up to the Office to help those countries to develop their statistical services. It must be remembered that the Governing Body Working Party on the Programme and Budget had emphasized the importance of the role of Industrial Committees. The Office should therefore be given the means for meeting the Committees’ requests. It might at least make use of the statistics already compiled at the national level.

46. Mr. Faupl added that the 11th International Conference of Labour Statisticians had itself advocated studies of labour cost. However, such studies involved a need for international comparison of wages for which, in turn, data were required for both national and international comparison of such data. As regards the first aspect, the Office had attended the 11th International Conference of Labour Statisticians, which had itself advocated studies of labour cost for developing countries and even for advanced countries and that it would be difficult to undertake new programmes for the production of detailed labour statistics for particular industries. As regards the second aspect, the delegates to the Conference had emphasized that the preparation of detailed statistics constituted a serious financial problem for developing countries and even for advanced countries and that it would be difficult to undertake new programmes for the production of detailed labour statistics for particular industries. As regards the second aspect, the delegates to the Conference had emphasized that international comparison was even more difficult when an attempt was made to compare data relating to a particular industry whose scope was not always defined in the same way in different countries. Although continuing efforts towards international standardization were helping to overcome these problems, progress would inevitably be slow.

47. Mr. Erdmann urged members of the Committee to pay due attention to the opinions of the specialists who had attended the 11th International Conference of Labour Statisticians. The Conference had rightly pointed out that it would be very expensive to compile the additional statistics requested and had expressed doubts about the comparability of the data which they would yield. Even if such a similar result could perhaps not be achieved overnight on a worldwide basis, it was necessary to make use of the data available and to improve methods.

48. Mr. Beermann pointed out that, contrary to what Mr. Erdmann appeared to think, it had been possible to draw up really comparable statistics within the European Economic Community, although it was true that that had involved considerable financial cost. While commissioning such work there could indeed be a small geographical area, it had been necessary to change the actual basis for compilation of national statistics in order to secure improved comparability. The Employers were glad to note that the Director-General had intended, so far as possible, to begin work on a compilation of statistics already published on an industry basis but considered that great caution would be needed in the interpretation of the results of this work.

49. Mr. Erdmann pointed out that, in this particular case, the promptest possible action had been taken on the resolution in accordance with the Governing Body’s decisions. The views expressed by the 11th International Conference of Labour Statisticians that the Director-General’s intentions should be taken seriously. The Employers, for their part, would be delighted, both for reasons of social policy and from the point of view of competition, to have really comparable data. However, it was probable that, as had been the case in the European Economic Community, statistical surveys would have to be undertaken at the very source, and that would entail considerable expense for government services and undertakings. He feared that the Metal Trades Committee had asked too much of the Office.

50. The Government member of the Federal Republic of Germany agreed that the speeding up of action should have been taken on the request of the Metal Trades Committee. As regards the substance of the matter, those who had attended the session of that Committee were obviously
not statisticians. His own view was that it would be more useful to improve over-all labour statistics before attempting to compile figures on an industry basis. He favoured the action proposed by the Director-General, provided that it would not prove too costly; however, one should not be over-optimistic about the results.

51. The representative of the Director-General, replying to Mr. Faupl, said that the collection of statistics of labour cost called for by the 11th International Conference of Labour Statisticians came within the scope of the Office's means of action, in particular because the problem of wage statistics had already been reviewed by earlier conferences and was the subject of an international labour Convention. An analysis of labour costs would, of course, relate to wages, but the work envisaged would constitute as a whole a shifting of data involved in the drawing up of international wage statistics on an industry basis would cost as much for each industry as an over-all statistical study and would be beyond the means of the Office. On the other hand, as the Director-General had explained, the Office intended to undertake work in the fields mentioned by the Metal Trades Committee and other Industrial Committees. It would begin with one or two industries. The Director-General hoped to be able to increase the resources devoted to this work in 1968 and 1969. Existing statistics provided some basis for the studies contemplated.

52. In reply to a question by Mr. Erdmann concerning international comparability of statistics by industry, the representative of the Director-General added that the problem of the classification of industries differed from country to country. When national statistics were sufficiently detailed, the Office could group information, and it would try to do so with a view to adapting national definitions of the metal trades to the definition adopted by the Metal Trades Committee itself. In so far as that could be done effectively, employment statistics would become more comparable. As regards wage statistics, the problem of the definition of the industry was not so serious, but comparability depended on the definition of the various elements included in the compilation. Some countries took account of wage rates; others considered the actual amount of earnings; and yet others took account of other elements. The Office intended to present these different types of information in the form of detailed tables, together with various explanations concerning the comparability of the data. In addition, it would endeavour, so far as possible, to make certain evaluations.

53. The Committee on Industrial Committees recommends that the Governing Body should authorise the Director-General to take, within the framework of the I.L.O. work programme, such steps as may be appropriate in the light of the foregoing in order to give effect to the request made by the Metal Trades Committee in clause (c) of resolution No. 67 concerning labour statistics in the metal trades.

VII. Committee on Work on Plantations: Effect Given to Resolution No. 47 concerning a Survey of the Standards of Living and the Conditions of Employment of Plantation Workers

54. Pursuant to a resolution (No. 47) adopted by the Committee on Work on Plantations at its Fourth Session in 1961 and to a resolution adopted by the International Labour Conference at its 42nd (1958) Session, the International Labour Office undertook between 1962 and 1964 an international survey of conditions of employment and living standards of plantation workers. The results of the survey were published in 1966. 1


55. At the 168th Session of the Governing Body Mr. Fennema, on behalf of the Employer members, had drawn the attention of the Committee on Industrial Committees to this publication, indicating that particularly in Part Four (Conclusions) it made certain assertions which had aroused sharp criticism in employers' circles.

56. The Committee had decided to include this matter in the agenda of the meetings held on the occasion of the present Governing Body session.

57. The Office had received on this matter two letters from Mr. Hyde-Clarke, Director of the Organisation of Employers' Federations and Employers in Developing Countries, a letter from the Guyana Sugar Producers' Association and a letter from Mr. Erdmann, Employer Vice-Chairman of the Committee on Industrial Committees.

58. Mr. Erdmann, referring to the letter which he had sent to the Director-General, indicated that two questions were involved—one of substance (the report of the experts and the conclusions) and one of procedure. As he had stated in the fourth paragraph of his letter, he did not wish to question the Director-General's right, and indeed his duty, to draw conclusions from reports prepared by experts. However, when the Director-General considered it necessary to draw conclusions directly from the facts as they were reported, they should be published together with their factual basis. Moreover, conclusions of that type should, if their publication coincided with a meeting of a technically competent committee, be submitted to that committee before publication. A good deal might be said concerning the method of checking conclusions under discussion, which, in his view, were partly invalid. A number of objections to them had indeed been raised in his letter. He hoped that in future a method might be found which, while fully protecting the Director-General's independence, would make it possible to avoid occurrences such as that which had marked the last session of the Committee on Work on Plantations.

59. The Chairman expressed the hope that the discussion might be confined to matters of procedure.

60. Mr. Erdmann pointed out that at the last session of the Committee on Work on Plantations the objections to separate publication of the conclusions had come not only from employers but also from several Government representatives. It should not be forgotten that the implementation in the various countries of any conclusions adopted at the international level depended on the willing co-operation of governments, employers and workers. It was regrettable that their willingness to co-operate might have been influenced by the premature publication of questionable conclusions. It would therefore be desirable in the future, in the case of similar studies, to avoid incidents of this kind.

61. Mr. Fennema said that he wished to raise a few matters of substance. He wished in particular to challenge a sentence appearing on page 257 of the study on plantation workers and referring to manpower and mechanisation.

62. Mr. Georget added that the publication of such a document might give a misleading idea of the true situation, particularly with regard to Africa.

63. Lord Collison, supported by Mr. Faupl, said he felt that matters of substance should not be discussed in the Committee. However, in reply to Mr. Erdmann, he pointed out that he was in a position to assert, both on his own behalf and on behalf of the International Federation of Plantation Agricultural and Allied Workers, that the conclusions of the report were objective and could be considered as generally valid. It was well known that, despite such improvements as might have been made, standards of living of plantation workers were still quite low. At the same time he agreed that studies of the type under discussion should be submitted to the Committee on Work on Plantations.
64. The United States Government member shared the Chairman's opinion that it would be preferable to
confine the discussion to procedural aspects of the question.
Few of the Government members of the Committee were
in a position to discuss the substantive issues, which
should be referred to the Committee on Work on planta
tions, and to it alone.
65. The United Kingdom Government member con
ceded that the validity of the conclusions in question
not to be discussed by the Committee on Industrial Com-
mittees. On the other hand, the members of the Com-
mittee could exchange views on matters of procedure.
Mr. Erdmann had said that he did not question the Direc-
tor-General's right to have a survey carried out and to
publish it. The United Kingdom Government member
felt that the Director-General was indeed entitled to do
this without even informing the technically competent
committee. However, the Committee on Industrial Com-
mittees was now faced with a specific case. Reviewing
the various developments which had led to the separate
publication of the conclusions and to the publication of
the survey itself immediately after the last session of the
Committee on Work on Plantations, he felt that there
had been an unfortunate combination of circumstances.
Nevertheless, a lesson should be drawn from what had
happened and publication of certain reports,
having a direct bearing on the work of technical com-
mittees should not in principle take place until such
reports had been placed before those committees.
66. Mr. Erdmann said that since it was not planned to
hold the next session of the Committee on Work on
Plantations in the near future it would be desirable to
have an exchange of views on the substance of the matter
in the Committee on Industrial Committees. He could,
moreover, agree with the views expressed by the United
Kingdom Government member and felt that the policy
to be followed in future should be in accordance with the
latter's suggestions.
67. Mr. Fennema questioned the statement on page 256
of the survey to the effect that "in the case of large plan-
tations established with foreign capital, the fact that they
are limited liability companies with an obligation to
make profits for their shareholders is liable to create a
precipitation that such a topic would be considered by fully
qualified experts. If the problem mentioned by the
United States Government member were to be dealt with
by the Office in its general report, which
figured as an item on the meeting's agenda or, better still,
in the report dealing with one of the technical items,
amely "Measures—particularly training—needed to meet safety and health requirements in mines other than coal mines".
68. Lord Collison said that the statement challenged
by Mr. Fennema was correct: companies were indeed
concerned with earning profits. He added that the phrase
quoted entailed no criticism and was a mere statement of
fact. It was quite obvious that concern with dividends
constituted an obstacle to the adoption by an undertaking of socially progressive measures. The passage quoted
should therefore not give offence if correctly interpreted.
69. Mr. Fennema said that he could not understand
why a distinction should be made in this connection
between national and foreign investments. National
investors, either companies with limited liability or
private persons, could not survive without making pro-
fits, and he was very much surprised to see that the I.L.O.
should therefore not give offence if correctly interpreted.
60. Mr. Fennema did not reflect a biased attitude. He
pointed out that, on the same page of the survey, stress
had been placed on the importance of large companies
and their contributions to economic and social progress,
particularly in Africa.
72. The Chairman concluded, in agreement with all
members of the Committee, that in order to avoid contro-
versy, which was always regrettable, a procedure should
be adopted for ensuring that incidents such as that
which had given rise to the present discussion would not happen
again, as had been suggested by the United Kingdom
Government member.

VIII. Other Questions

Extraction and Processing of Nuclear Minerals.

73. The United States Government member expressed
the wish that the Office, in the reports to be prepared for
the second Tripartite Technical Meeting for Mines Other
than Coal Mines, should deal with safety problems
arising from the mining of nuclear minerals. In 1965 the
Office had already convened a meeting of experts which
has dealt with radiological protection of workers engaged
in the extraction and treatment of such minerals and had
drawn up a code of practice; the latter, however, had by
no means exhausted the problem raised by the mining of
uranium ores, he went on: the meeting's agenda or, better still,
it would be useful for the second Tripartite Technical Meet-
ing in 1968 to deal with the matter.

74. Mr. Faupl supported the suggestion made by the
United States Government member. He referred to a draft
resolution concerning occupational health which had been
submitted to the International Labour Conference for
consideration at its 51st Session and expressed the hope
that the decision would be included in the agenda for the
Conference. He emphasised the need for consulting the most highly
qualified experts from countries having extensive expe-
rience in this matter. He requested that the problem
should be dealt with by the second Tripartite Technical
Meeting for Mines Other than Coal Mines.

75. In reply to the United States Government mem-
ber and also to the U.S.S.R. Government member, who asked whether the agenda for the meeting had not already
been decided by the Governing Body, the representative
of the Director-General said that the Office could submit
information on this matter in its general report, which
figured as an item on the meeting's agenda or, better still,
in the report dealing with one of the technical items,
amely "Measures—particularly training—needed to meet safety and health requirements in mines other than coal mines".

76. Mr. Erdmann and Mr. Miller also stressed the
importance of radiological protection in the extraction
and processing of nuclear minerals. Mr. Miller specified,
however, that the Governing Body should give an assur-
ance that such a topic would be considered by fully
qualified experts. If the problem mentioned by the
United States Government member were to be dealt with
by the Office in its general report it would be possible,
under the Standing Orders of the Industrial and Analo-
gous Committees, to table a draft resolution dealing
specifically with the matter. It would therefore be
desirable for the Director-General, when sending out
letters of convocation for the meeting, to draw the
attention of governments to the need for sending qualified
experts to the meeting.

77. At the request of the Employer members it was
decided that the matter raised by the United States
Government member would be included in the agenda
of the meetings which the Committee on Industrial Com-
mittees would hold during the 170th Session of the
Governing Body.

F. HAENLEIN,
Chairman.
The Committee on Operational Programmes met on 31 May 1967. In the absence of the Chairman, Mr. Diop, Mr. ben Ezzedine presided. There were two items on the agenda:

I. Surveys to evaluate technical co-operation programmes in certain countries.

II. Other questions: recent developments concerning co-ordination in the field.

The first item had been carried over from the meetings of the Committee held in connection with the 167th Session of the Governing Body (November 1966) and the 168th Session, at which it could not be considered for lack of time. In connection with the second item the Office had submitted a paper describing a new statement of policy adopted by the Administrative Committee on Co-ordination (A.C.C.) concerning measures to govern co-ordination in the field.

Surveys to Evaluate Technical Co-operation Programmes in Certain Countries

The paper submitted under this item incorporated the bulk of the material previously communicated to the Committee concerning the outcome of the pilot evaluation surveys of the over-all impact and effectiveness of the combined technical co-operation programmes of the organisations in the United Nations family which had been conducted in Chile, Thailand and Tunisia under the authority of the Secretary-General of the United Nations and in co-operation with the specialised agencies concerned. The paper also referred to further developments in this connection, such as the conclusions reached by the A.C.C. at its 43rd Session (Geneva, 5-6 April 1967) in the light of a report on the work accomplished so far by the Inter-Agency Study Group on Evaluation.

In the absence of the Chairman, the Committee continued the discussion under item I. While welcoming the progress achieved in establishing procedures for the over-all co-ordination and evaluation of the impact of the operational programmes of the organisations in the United Nations family, while recognising that the three pilot evaluation missions in question had been experimental in character and had thus provided uneven results. The emphasis laid on the primary responsibility of governments in respect of evaluation and co-ordination was entirely appropriate since it was only against this background that outside evaluation could be effective. In the light of the criteria set forth in resolution 972 (XXXVI) of the United Nations Economic and Social Council, he pointed to the need for proper field examination in establishing an over-all impact evaluation and pointed out that this need had not fully been met in the case of the three evaluation missions in question because of their restricted terms of reference and lack of time.

Referring to the information contained in a previous paper concerning the proposed Seminar on Methods and Techniques of Evaluation of Technical Assistance and Related Programmes to be convened by the United Nations Economic Commission for Asia and the Far East, the United States Government member said that an earlier seminar held in Bangkok in the same connection had produced some interesting observations pertaining to co-ordination, such as the statements to the effect that government departments in recipient countries were often approached directly regarding projects sponsored by governments in respect of co-ordination and evaluation, which in turn hampered proper co-ordination between the organisations of the United Nations family at both the planning and the execution stages, and would be glad if all outside evaluation teams could review the effectiveness of such co-ordination at every opportunity. Finally, the United States Government member agreed with the contents and supported the conclusions of the Office paper, particularly those relating to the development of uniform and objective evaluation criteria and methods. He said that it would indeed be useful if the work of the Inter-Agency Study Group on Evaluation could lead to further refinement of criteria and methodology as well as to an extension of over-all impact evaluation projects.

The French Government member, while welcoming the results of the three evaluation missions carried out so far and looking forward to future evaluation missions undertaken in response to resolution 1151 (XLI) of the United Nations Economic and Social Council, felt that the extension of such an evaluation system depended on various factors, including the resources available. Precautions should be taken against creating a new programme in this connection which would absorb limited resources intended for development projects themselves. In addition, the methodology of evaluation required to be better defined before there was an extension of this type of activity, since each of the specialised agencies employed its own methods. Over-all evaluation, as it had been envisaged by the Economic and Social Council, could take place only occasionally and on a sampling basis; the effect of social programmes on development generally was difficult to assess, particularly since the present system of evaluation covered relatively short periods. Moreover, the combined programmes of the organisations of the United Nations family often represented but a small...
fraction of the total development effort in a given country. Efforts to systematise criteria and methodology might well be directed towards facilitating the establishment of such machinery in other developing countries. As regards the conclusions emerging from the three pilot evaluation projects, it was important to establish clearly how far these activities were dovetailed with other efforts. One of the major findings of the reports was the need to ensure built-in evaluation of projects on a day-to-day basis. They also contained highly pertinent observations concerning difficulties in the recruitment of experts, and the suggestion that each agency should maintain a reserve of experts to fill vacancies caused by field experts falling ill or proceeding on leave, or by delays in recruitment, was worthy of consideration. In the preparation of joint studies concerning evaluation, the significance of the tripartite character of the I.L.O. could be much more strongly impressed on the other agencies, since most of the work undertaken outside the I.L.O.'s field tended to be carried out on a purely governmental basis and to ignore the role of employers' and workers' organisations. Finally, he wished to endorse the views expressed by the A.C.C. concerning the scope and contents of future evaluation reports.

9. The Government member of Pakistan felt that the evaluation projects discussed in the paper were important in that they related to the entire range of development efforts in the developing countries. Evaluation was not merely desirable but essential in order to provide the recipient countries with a means of assessing the progress and results as well as a feedback of vital information which could provide guidelines for the programming of future projects. In such cases on-the-spot inquiries were necessary, and it was also of vital importance to ascertain how far individual projects were geared to the national development plans. It was very desirable also that there should be presupposed close links with the evaluation machinery of the country concerned. Although several developing countries had by now established their own evaluation machinery, technical co-operation efforts might well be directed towards facilitating the establishment of such machinery in other developing countries. As regards the conclusions emerging from the three pilot evaluation projects carried out so far, the team's observations relating to the recruitment of experts were highly pertinent. It was of the utmost importance to secure experts of the highest calibre and to ensure that the experts and their wives, if accompanying them on their assignments, should be able to fit into their new environment. The suggestion concerning the maintenance of a reserve pool of experts to fill gaps arising from recruitment delays was most valuable. The team's observations concerning the possible need for reappraisal of the relative value of study tours and seminars deserved serious consideration, but in the experience of the Pakistan Government carefully organised and properly conducted seminars had proved to be useful media of instruction, particularly in such fields as labour-management relations.

10. The Swedish Government member emphasised his Government's keen interest in evaluation, arising from the fact that Sweden was the second largest contributor to the United Nations Development Programme (U.N.D.P.) by providing approximately one-tenth of the U.N.D.P.'s total resources. Development assistance was still in a period of trial and error, which objective studies such as those represented by the pilot evaluation projects should do a great deal to correct. The recommendations and conclusions put forward by the evaluation missions as well as the recommendations put forward by the Evaluation General of the United Nations and by the A.C.C. were well founded, since they emphasised the strategic importance of proper co-ordination, continuity and consistency in programming as well as in implementation of technical assistance projects and the need for adjustment of such projects to the requirements of recipient countries. Such reports provided guidance not only for experienced administrators in the field of technical cooperation but also for newly recruited experts. The Swedish Government welcomed the positive response of the I.L.O. towards evaluation projects carried out in conformity with the relevant resolutions of the United Nations Economic and Social Council. The I.L.O. could also, on the basis of its lengthy experience in social and economic development matters, make an important contribution to the establishment of appropriate criteria and methodology for evaluation.

11. The Government member of the United Kingdom welcomed the evidence contained in the document of the important role which the I.L.O. had played in discussions with other international organisations with which the United Nations Economic and Social Council. The I.L.O. could be of assistance in this connection a start might be made by submitting to the Committee at regular intervals relatively simple "inspect and comment" reports on selected I.L.O. projects which would serve to improve internal evaluation techniques and possibly provide an example to other specialised agencies.

12. The Government member of Morocco felt that the results of the pilot evaluation projects undertaken so far emphasised the need for a new response to the requirements of the countries concerned as well as of the aid-giving organisations; efforts should be directed towards achieving increased participation in technical co-operation activities on the part of recipient countries, which should not remain mere spectators, but in this connection it would be useful to arrange for the appointment of rapporteurs drawn from the countries concerned so that progress could be evaluated from the standpoint of national needs. While the international experts assigned to these countries were developing a closer awareness of national needs, since they derived their authority not only from the international organisations which appointed them but also from the authorities in their country of assignment, evaluation teams should not base their findings solely on the advice given to them by the experts on the spot as regards the efficacy of particular programmes or activities.

13. The Government member of the U.S.S.R. noted with satisfaction that the pilot evaluation projects had had to start without precise terms of reference, efforts were now being made to formulate proper criteria and methods of evaluation. As regards the choice of team members, it would be useful to encourage the participation of experts from the developing countries themselves. His Government endorsed the view that evaluation of this type should not be institutionalised to the extent of diverting resources from practical activities in the field of development. It was also clear that the primary responsibility for co-ordination and evaluation in individual instances fell upon the technical co-operation activities lay with recipient governments. His Government would be interested to learn what action had been taken by the I.L.O. and the other agencies in response to Part III of resolution 1151 (XLI) of the United Nations Economic and Social Council, which called for the submission of a consolidated report on
projects were carried out in accordance with their stated objectives, and represented an improvement on the previous practice whereby experts in the field had largely been left to report on their own performance. Despite all these precautions over-all evaluation was still useful and necessary, although it should not involve diversion of scarce resources or become an end in itself. In its relations with the other international organisations in this field, the U.N.D.P. and the other members of the Committee’s guidance, which embodied the principle of positive participation in over-all evaluation activities within the limits of available resources and on a practical and selective basis. In endeavouring to improve current evaluation criteria and methods, the Office had always tried to ensure that objectivity was the keynote.

16. As regards the participation of employers’ and workers’ organisations in evaluation activities, to which reference had been made in the course of the report of the Committee, the representative of the Director-General agreed that it would be valuable for evaluation teams to have full consultations with such organisations in agreement with the government concerned. The proposal that small tripartite teams from the Governing Body should evaluate projects and programmes in the field would need to be studied by the Financial and Administrative Committee. He recalled that in the past individual members of the Governing Body or the Committee had visited certain projects in the course of evaluation, such as vocational training projects in Asia. This had not constituted evaluation properly speaking, but it might be worth looking into the possibility of organising visits of the type proposed in conjunction with official travel to regional conferences or sessions of regional advisory committees and, of course, of arranging for employers’ and workers’ organisations to take part.

As regards the evaluation of seminars and study tours, which had been singled out for attention by one or two speakers, the Office was examining the possibility of instituting more systematic procedures for evaluating the results of these activities. Seminars required, above all, to be carefully prepared well in advance in order to be fully successful.

17. Reverting to the question of the participation of employers’ and workers’ organisations in I.L.O. technical co-operation activities, the representative of the Director-General informed the Committee that, in response to the observations made at the 168th Session of the Governing Body, a circular letter had been addressed to all field units giving detailed instructions as to what was expected in the matter of contacts between experts and employers’ and workers’ organisations in accordance with the accepted practice in the countries concerned; a checkpoint in that connection was included in the experts’ progress reports sent back to the Office from the field. It was anticipated that, as a matter of course, visiting evaluation teams would enter into appropriate consultations with employers’ and workers’ organisations in respect of particular projects.

Other Questions: Recent Developments concerning Co-ordination in the Field

18. Before opening the discussion on the second item on the agenda, the Chairman called on the representative of the Director-General.

19. The latter explained that the Office paper had been submitted for information since the problem dealt with was to be examined by the United Nations Economic and Social Council at its 43rd Session in July-August 1967. The Committee was invited to take note of the conclusions of the A.C.C. and of the new text defining its policy to govern co-ordination in the field, and to note that the Director-General informed the Council both those conclusions and the new statement of policy to the attention of the International Labour Conference at its 51st Session. While the final decision would, of course, be taken by the United Nations Economic and Social Council, the Office had considered that it would be useful, at the present stage, to keep the members of the Committee informed of the progress accomplished in the matter and
of the substance of the proposals submitted by the Secretary-General of the United Nations in his capacity as Chairman of the A.C.C.

20. Speaking for the Worker members, Lord Collison asked the representative of the Director-General whether the document would be discussed by the committee to be set up at the 51st Session of the International Labour Conference to deal with the item on the International Labour Organisation technical co-operation and whether the views of that committee would be taken into consideration by the Director-General when he attended the 43rd Session of the Economic and Social Council.

21. The representative of the Director-General replied in the affirmative.

22. Speaking for the Employers, Mr. Ofurum thanked the representative of the Director-General for his explanation. The Employers' group considered that the establishment of machinery for co-ordination as described in the Office paper was an excellent idea and supported the Office proposals.

23. Speaking for the Workers' group, Lord Collison said that the proposal should not be studied with great interest. He drew the attention of the members of the Committee to the conclusions of the A.C.C. to the effect that the most important improvements in co-ordination were those achieved by the governments themselves. It would therefore be desirable to arrange for assistance to be provided to them to set up effective co-ordination machinery. First of all, the role of governments in respect of co-ordination must be specified, as must be the relationship between Resident Representatives and governments and the relationship between Resident Representatives and agency representatives. The autonomy of the specialised agencies in their own fields of activity must be respected, in order to avoid any duplication of responsibility. The A.C.C. proposal that periodic meetings should be held on the initiative of Resident Representatives was especially welcome, as such meetings would provide a framework within which the many aspects of technical co-operation could be regularly examined by the representatives of all the organisations in the United Nations family. Lastly, he stressed the advantage of associating employers and workers in co-ordination activities and he urged that the Autonomy of the specialised agencies and of the I.L.O. would be strengthened because they would be associated, at least at some stage, in their consultations with the government authorities and provided they kept them duly informed of the development of the negotiations.

24. Speaking as a member of the Committee, Mr. ben Ezzeddine expressed some misgivings regarding the position of the specialised agencies, and of the I.L.O. in particular, vis-à-vis the Resident Representatives, considering as he did that strengthening the latter's powers would result in weakening those of the agencies. At the 168th Session of the Governing Body the Committee had endorsed co-ordination while specifying that it should imply neither a substitution for nor a replacement of the powers of individual agencies. He therefore asked the representative of the Director-General what would be the role of the I.L.O. representatives in the light of the new principles.

25. In reply to Lord Collison, he said that, under the new principles, of which there were 17, the Resident Representatives would naturally become the counterparts of the government departments responsible for co-ordinating international assistance and possibly public and private bilateral assistance. At the same time relations between the Resident Representatives and organisation representatives would be strengthened because they would be established in two directions: on the one hand the Resident Representatives would be provided to governments to enable them to participate in the work of the agencies, and on the other, the agencies would have to give more attention to the views of the Resident Representatives in regard to technical matters.

26. In regard to the participation of employers' and workers' organisations in co-ordination activities, this would take place provided the government authorities agreed to such participation. Furthermore, through its field offices, the I.L.O. would endeavour to associate employers' and workers' organisations in programming, negotiating and implementing projects.

27. Speaking as a member of the Committee, Mr. ben Ezzeddine expressed some misgivings regarding the position of the specialised agencies, and of the I.L.O. in particular, vis-à-vis the Resident Representatives, considering as he did that strengthening the latter's powers would result in weakening those of the agencies. At the 168th Session of the Governing Body the Committee had endorsed co-ordination while specifying that it should imply neither a substitution for nor a replacement of the powers of individual agencies. He therefore asked the representative of the Director-General what would be the role of the I.L.O. representatives in the light of the new principles.

28. Mr. Kane, speaking as a member of the Workers' group, said that, in his opinion, continuous consultation between Resident Representatives and agency representatives as called for under the new principles was likely to hamstring the work of the experts. Co-ordination was undoubtedly needed, but some flexibility must be maintained.

29. Speaking as a member of the Committee, Mr. ben Ezzeddine expressed some misgivings regarding the position of the specialised agencies, and of the I.L.O. in particular, vis-à-vis the Resident Representatives, considering as he did that strengthening the latter's powers would result in weakening those of the agencies. At the 168th Session of the Governing Body the Committee had endorsed co-ordination while specifying that it should imply neither a substitution for nor a replacement of the powers of individual agencies. He therefore asked the representative of the Director-General what would be the role of the I.L.O. representatives in the light of the new principles.

30. In concluding, he emphasised that under the 17 principles everyone, including the Resident Representatives, would have to strive for implementation of an over-all programme of activities related to the objectives of economic planning. That was the real meaning of the new statement of policy.

31. The Committee took note of the conclusions of the A.C.C. and its new statement of policy concerning co-ordination in the field to be submitted to the Economic and Social Council at its 43rd Session in July-August 1967. The Committee noted that the Director-General intended to bring these conclusions and the statement of policy to the attention of the International Labour Conference at its 51st (1967) Session in connection with its consideration of the report of the International Labour Organisation and technical co-operation, which it would discuss under the eighth item of its agenda.

M. ben EZZEDDINE, Chairman.
APPENDIX XIV

Fourteenth Item on the Agenda: Report of the Committee on Discrimination

[At its third sitting the Governing Body decided to postpone consideration of this item until its 170th Session. The paper prepared for the Governing Body is accordingly not reproduced here.]

1 See p. 19.
Fifteenth Item on the Agenda: Report of the 50th Anniversary Committee

1. The 50th Anniversary Committee met on Wednesday, 31 May 1967, under the chairmanship of Mr. Mori, Worker Vice-Chairman of the Committee.

2. The Committee reviewed the progress made since the 168th Session of the Governing Body in arranging for the 50th Anniversary celebrations. It noted that the text formulated as a basis of discussion for a resolution on the subject, which had been adopted by the Governing Body at its 168th Session and that the Director-General had taken the preparatory steps necessary for formal approaches, following a decision in the matter by the Conference, to all those whose co-operation in the anniversary was contemplated in that text. The Committee was further informed that the Director-General had had preliminary talks with the Secretary-General of the United Nations and the executive heads of the other organisations of the United Nations family, with representatives of a number of the leading regional intergovernmental organisations and with representatives of international non-governmental organisations, with a view to securing their co-operation.

3. Mr. Waline, on behalf of the Employers' group, expressed the hope that Mr. Edward J. Phelan, who had rendered such signal service in the inception of the Organisation first as an official and subsequently as its executive head, and who was still living nearby, would be specially associated with the anniversary. Mr. Mori endorsed this hope.

4. In an exchange of views on the publications to be issued on the occasion of the anniversary year, Employer and Worker members of the Committee made the point that, although the anniversary would be a springboard for the future, it should also afford an opportunity for looking back on the past achievements of the Organisation and of those who had been the architects of its success. No popular volume existed on the history of the I.L.O. from its origin to the present day, including its little-known activities during the period of the Second World War. The Committee was informed that more detailed proposals for special publications would be made at a later date, and the suggestions made in the Committee would be taken into consideration. A special effort would be made to ensure that the publications were in simple language, intelligible to the world at large.

5. A Government member drew attention to the desirability of associating the public relations sections of government departments and of employers' and workers' organisations with the work of arranging the celebrations, both international and national, at an early stage.

6. The Committee reviewed the material and financial implications of the proposed arrangements. It was agreed to defer further consideration of this aspect of the matter to the meeting of the Committee to be held in connection with the 170th Session of the Governing Body, at which a more specific outline of the various proposed celebrations could be given, together with an indication of the extent to which the necessary staff and financial resources could be provided out of the regular personnel establishment and ordinary budgetary resources.

7. The Committee invites the Governing Body to take note of the foregoing information.

J. Möri, Chairman.
Sixteenth Item on the Agenda: Composition and Agenda of Committees and of Various Meetings

First Paper
Second European Regional Conference of the I.L.O.: Agenda

1. The Director-General included in the programme and budget proposals for 1968 which he submitted to the Governing Body at its 168th Session provision for the holding of a Second European Regional Conference.

2. The last time such a conference was held—indeed, the only time—was in 1955. Europe was then going through an important phase of economic reorganisation and social adjustment which the Conference had considered on the basis of an agenda composed of the following questions: the Report of the Director-General; the role of employers and workers in programmes to raise productivity in Europe; the financing of social security and the age of retirement.

3. Much has happened in Europe since then. A continent which was then emerging from the effects of the Second World War is now going through a process of very rapid economic expansion and accelerated technological and social change; the magnitude and depth of the process is not only national but is steadily widening across national boundaries. With technological change, economic growth, fuller utilisation and development of people's capacities as producers, greater access to education and training, increased demand for improved production and wider access to goods and services, the social and labour aspects of current life in Europe are acquiring new significance and calling for renewed thinking and action in all countries, whether they have market or centrally-planned economies.

4. Industrial development is progressing very rapidly over and above the existing industrial base, and this progress is linked with and is largely a result of significant advances in technology. Technological advances have in turn brought with them changes in the structure of industry itself, as a result of increased size and concentration, and in the organisation and administration of the individual undertaking. Agriculture and services are also being transformed, and in all sectors of the economy attention is being given to the planned utilisation of human resources and to the improvement of skills and performance. Although fears of a recurrence of massive unemployment in Europe have receded, unemployment is needlessly high at times, particularly in certain regions and among certain groups. Substantial contributions to economic growth and social progress are being made by measures to deploy and utilise more efficiently the existing labour force with its existing skills. People who have jobs in declining industries or regions are being helped to find better ones in expanding industries or regions, and thus enabled to share in the benefits of progress. On a long-term basis, in addition to short-run measures for the better utilisation of human resources, there are opportunities for developing human productive capacity through better education and training.

5. As needs change, necessary adjustments are taking place in the planning and organisation of vocational training resulting from technological change and rapid transformations in the content of manual and non-manual occupations. Together with employment policy measures aimed at adaptation to structural change, steps are being taken to improve the income security of workers through unemployment benefits, severance pay, or both. Training grants and removal grants are being extended to workers who have to change their place of residence or their qualifications. Current experiments with new forms of income security go beyond the prevention or relief of hardship. The social protection of workers is taking on a new meaning. Indeed, new approaches to the whole question of social protection are being worked out—approaches which go beyond the previously accepted and applied concepts of social security and income security. Such new approaches to the question of social security and income security are necessary in relation to those who are affected to some extent by economic change—for example those who are unemployed for whatever reasons, older workers, young people during training, and working mothers with families. It is also essential as a contribution to the full development of human resources policy and as a sequel to efforts to develop in full the prospects of the human being.

6. Everywhere the principle of planning for further economic development and social advancement is becoming more widely accepted, as planning methods become better known, less rigid and more likely to engage the co-operation of all those concerned with implementing policies. Organisations of employers and workers have become increasingly involved in the planning process at all levels, and in recent years have also become more active in the work of regional organisations like the Council of Europe and the Organisation for Economic Co-operation and Development. Among occupational organisations as well as in governments and universities there is increased awareness of the need for deliberate efforts to bridge the gap between regions of unequal development within countries and to facilitate the rehabilitation and reorganisation of land and people in depressed areas. There is also greater willingness to consider the effects of economic growth and technological advance in Europe on the prospects of rendering more effective aid to developing countries, which may take the form not only of increased technical and financial assistance but also of increased awareness of the need to consider ways of taking advantage of technological change and the opportunities offered by active manpower policies to allow more imports of manufactured goods and semi-manufactured goods from developing countries.

7. As people are becoming increasingly able to obtain larger supplies of better products, improved and more complex services, opportunities for social promotion and access to new forms of social protection are being provided in national affairs, public and private interests are becoming more and more reconciled and a number of meaningful institutions have developed alongside planning mechanisms, with the effect of binding social forces more effectively together for the common good.

8. Since 1955 the I.L.O. has been developing its working arrangements with the European organisations actively engaged in the promotion of economic and social development. In the process I.L.O. action has become increasingly linked with a number of complementary endeavours by other international and regional organisations. The forms of this involvement offer interesting examples of innovation and other features which the I.L.O. could usefully examine at a European Regional Conference. Such a conference could make an important
contribution to the assessment by the Organisation of the social needs and problems of the region, to a review of the effectiveness of I.L.O. action and to the determination of the types of measures which countries in Europe, with the assistance of the I.L.O., if appropriate, or that of other organisations, should engage in, in Europe.

9. In recent months a number of governments have expressed their interest in a European Regional Conference of the I.L.O. The three major international trade union organisations and a number of national workers' organisations have also expressed interest in the possibility of such a conference being held. Before the Director-General included provision for the conference in his 1968 programme and budget proposals he consulted the Council of Europe and was informed that the latter welcomed the proposal and could assure the I.L.O. that it would be glad to give the fullest co-operation to such a conference. Apart from the favourable response that the proposal is eliciting inside Europe, it is well to bear in mind that what happens in Europe in the economic and social field cannot fail to have repercussions on living and working conditions in other parts of the world—above all, in the developing countries. How Europe faces the challenges of industrial development and technological change will serve as an example—perhaps even, in some cases, as a warning. The developing countries will be able to industrialise with less strain and self-sacrifice if they are set for their more sophisticated and semi-manufactured products in countries which are already industrialised, and therefore produce these articles themselves—as is the case in Europe. Moreover, European skills and expertise, as well as financial and other resources, if they are mobilised by European collaboration, must play an important part in the development of Africa, Asia, the Middle East and Latin America, so these areas too are vitally interested in what is going on in Europe.

10. On the basis of these considerations the Director-General has been reviewing a number of contemporary substantive issues of long-term interest with a view to placing before the Governing Body his proposals for the agenda of the European Regional Conference. In the light of this review he proposes that the first item on the agenda should be the Report of the Director-General and that his Report, in which he intends to discuss the broad social implications of technological change in Europe for the region and the rest of the world, should provide the general background for the technical discussions of the Conference while at the same time providing an opportunity for discussion of broader questions concerning the role of Europe in the economic and social development of the rest of the world and future possibilities of I.L.O. action. In this way he hopes to stimulate interest and providing a consensus of support for such action.

11. The Director-General proposes that, in addition to his Report, the agenda of the Conference should contain only two technical items, and that all three items should be discussed by the conference meeting in plenary sitting or as a committee of the whole.

12. He proposes that the second (technical) item on the agenda should be entitled “manpower aspects of recent economic developments in Europe”. Rapid economic change in Europe has brought with it the need to find more reliable methods of manpower planning within the context of economic planning (in the case of both “immediate” and “long-term”) and the need to study the implications of such planning over the medium and long term for educational and training programmes. In a situation of relatively full employment, such as now exists in Europe, the implementation of active manpower policies has both short-term and particular problems which may require special attention. New methods of training and management development and measures for the adaptation of workers to structural changes in the economy are being increasingly applied. Here again, such results of the unevenness of economic growth as the existence of pockets of unemployment and the vast increase in migration for employment within countries have made it necessary to re-examine existing policies and seek new ones.

13. A report on this item might include an analysis of such problems and cover measures to reduce seasonal unemployment, the role of alternative employment services, including long-term labour market projection, to develop and improve training facilities, to co-ordinate housing policy with manpower policy, to provide for removal allowances, to meet employment requirements of youth, married women and elderly workers, and to devise programmes for assistance to countries in particular difficulties. It could also provide the basis for a discussion by the conference on the principal reasons for current retraining efforts and the policies and practices followed in this regard. Particular emphasis would be placed on checking the extent and forms of developments in manpower planning and the organisation and content of vocational training necessitated by technological change and rapid transformations in the context of manual and non-manual occupations; on the “employability” of young and adult workers in terms of the skills they have acquired as well as in terms of present strategic shortages; and on measures to create incentives and develop attitudes conducive to better utilisation of available skills.

14. As the third (technical) item on the agenda of the conference, the Director-General proposes that a choice should be made between an item on “income security in the light of structural changes” and an item on “youth development in European countries”.

15. As regards the first alternative, it is felt that it would be important to study the question of the social protection of workers in the situation of rapid economic development and technological change, combined with rising living standards, prevailing in Europe today. A report on this item might cover the role of social security in reducing the impact of the manpower problems outlined above on the people concerned (through prevention of risks, compensation, re-adaptation, and assistance to young and adult workers seeking to further their education and training), taking into account the evolution in the concept of social security as a result of which the degree of coverage of risks has been extended and the contingencies covered have been increased, while the benefits provided go beyond the mere assurance of a minimum level of income. The report could also deal with the direct and indirect influence of social security in the solution of employment and manpower problems within the framework of human resources policy and economic policy in general.

16. The report might deal with the following points: assistance to unemployed workers (the relationship between allowances and placement, benefits in kind to promote geographical and occupational mobility, re-training grants); the protection of persons prior to their entry into employment or during temporary interruptions of their employment (for reasons of education, retraining, etc.); the adaptation of old-age pension schemes to meet the need of some workers for early retirement and of others to be kept in employment after the minimum retirement age; the application of social security to forms of induced and structural unemployment; and the protection of workers in the situation of rapid economic change and rapid transformations in the content of manual and non-manual occupations; on the “employability” of young and adult workers in terms of the skills they have acquired as well as in terms of present strategic shortages; and on measures to create incentives and develop attitudes conducive to better utilisation of available skills.

17. If the second alternative—“youth development in European countries”—were to be retained, a report on such an item would pay special attention to the concept of youth development and planning for youth within the
framework of national development. It would review the question of the minimum age of admission to employment in the context of general education and training, as well as the compulsory school-leaving age and the actual school-leaving age in the different countries. It would discuss employment opportunities for youth and the implications of changing technology and changing social attitudes on the opportunities and aspirations of young workers, together with the means of providing them with adequate employment information and vocational guidance. It would then deal with vocational training (including apprenticeship) opportunities in relation to youth concerns and prospects. The report would also be concerned with the transition from school and training to work, with opportunities for further education and training and with various combinations of “earning plus learning”. Questions of youth employment and unemployment in relation to the right to work, youth mobility and placement for youth within the framework of regional economic development and industrial decentralisation would be considered. In addition to these questions, standards of youth protection in relation to the development and welfare of young workers could also be considered, as well as problems relating to the integration of youth in society and European youth aid to youth in developing countries.

18. It will be seen that once one item has been selected from the two referred to above it would still be possible to consider the other question within the framework of the Report of the Director-General or of the report on the proposed item concerning manpower aspects of economic development in Europe.

19. The Director-General has also given consideration to other possible subjects which the European Regional Conference might wish to consider. These subjects are: training and retraining, and labour problems in agriculture. Training and retraining questions are of such interest and importance in relation to technological and occupational changes that they would be dealt with in any case in the proposed report on manpower aspects of economic development, or in the report on youth development; in the circumstances it would not be necessary to consider training and retraining as the subject of a special technical item of the agenda.

20. As regards labour problems in agriculture, the aspect to which the I.L.O. has been asked to give priority in relation to Europe is the question of labour inspection. This question has now been placed on the agenda of the 52nd (1968) Session of the International Labour Conference, and there would be considerable advantage in considering the aspects of major concern in Europe after the General Conference has completed its examination of the question in a universal context. Relevant rural aspects would, in any event, be dealt with in the reports relating to the questions discussed above.

21. It is therefore suggested that the Second European Regional Conference of the I.L.O. should have an agenda consisting of three items, as follows:

3. Income security in the light of structural changes.

or
Youth development in European countries.

Second Paper

Composition of Standing Bodies and Expert Meetings to be Held in 1967

1. This paper contains nominations for appointments to various I.L.O. standing bodies, information concerning changes in the composition of the Joint Maritime Commission, and information and proposals concerning the composition of expert meetings due to be held in 1967 and the issuing of invitations to such meetings.

Panel of Consultants on Safety in Mines

2. At its 167th Session (November 1966) the Governing Body had before it proposals concerning the composition of the Panel of Consultants on Safety in Mines and it appointed a number of persons to the Panel for a period expiring in November 1971.

3. After appropriate consultations regarding members still to be appointed, the Director-General now submits the following nominations:

Mr. C. C. CHEN (Republic of China), Mining Engineer, Mining Research Service Organisation, Ministry of Economic Affairs.

Mr. J. DAMIAN (France), General Mining Engineer; President of the Technical Section of the General Mines Board.

Mr. R. G. DEO (India), Additional Chief Inspector of Mines, Government of India.

Mr. Donald S. KINGERY (United States), Chief, Safety Education and Training Group, Health and Safety Act, Bureau of Mines, Department of the Interior.

Mr. Nuri KIRICI (Turkey), Mining Engineer; Labour Inspector, Ministry of Labour (Istanbul Group).

Mr. H. SAÆRI (Japan), Chief of the Coal Mines Section, Mine Safety Bureau, Ministry of International Trade and Industry.

Mr. A. VAN DEN HEUVEL (Belgium), Director-General of the Mining Administration.

4. Consultations in regard to the nomination of the remaining consultants reflecting the views and experience of governments are continuing.

5. The Governing Body is invited to appoint the persons listed in paragraph 3 to the Panel of Consultants on Safety in Mines for a period expiring in November 1971.

Panel of Consultants on the Problems of Young Workers

6. Four of the persons appointed by the Governing Body at its 167th Session (November 1966) as members of the Panel of Consultants on the Problems of Young Workers—Mr. W. F. McMullen (Canada), Mr. T. Matsuura (Japan), Mr. A. St. V. Wijemanne (Ceylon), and Mr. Yeap Kee Aik (Malaysia)—have since ceased to hold a position justifying their maintenance as members of the Panel and will henceforth be unable to serve on it.

7. In order to replace Mr. McMullen, Mr. Matsuura and Mr. Wijemanne the Governing Body is invited to appoint the following persons as members of the Panel for a period expiring in December 1971:

Mr. D. H. GREVE (Liberia), Executive Director, Rubber Planters' Association.

Mr. S. K. D. JAYEMANNE (Ceylon), Director, Carson Cumberbatch and Co. Ltd., Colombo; Former Secretary, Ceylon Estates Employers' Federation and Planters' Association of Ceylon.

Mr. Masaji YAMAGUCHI (Japan), Chief of the Young Workers' Section, Women's and Minors' Bureau, Ministry of Labour.

8. Consultations are proceeding with a view to the replacement of Mr. Yeap Kee Aik and a nomination will be submitted to the Governing Body in due course.

Panel of Consultants on the Problems of Women Workers

9. Miss Barbara Green (United Kingdom), who was appointed to the Panel of Consultants on the Problems of Women Workers by the Governing Body at its 1621st Session, 1 is recommended for reappointment to the Panel for a period expiring in November 1971.
sion (March 1965), has recently ceased to hold a position justifying her maintenance as a member of the Panel and therefore cannot continue to serve on it.

10. In order to replace Miss Green, the Governing Body is invited to appoint the following person as a member of the Panel for a period expiring in March 1970:

Mrs. D. M. Kent (United Kingdom), Assistant Secretary, Ministry of Labour.

Committee of Social Security Experts

11. Mr. D. C. Das (India), one of the Government experts on social security in general appointed to the Committee of Social Security Experts by the Governing Body at its 163rd Session (November 1965), has recently resigned.

12. In order to replace Mr. Das, the Governing Body is invited to appoint the following person as a member of the Committee for a period expiring on 31 December 1968:

Mr. T. C. Puri (India), Director-General, Employees' State Insurance Corporation, New Delhi.

Panel of Consultants on Co-operation

13. At its 168th Session the Governing Body postoned consideration of the reconstitution of the Panel of Consultants on Co-operation until the present session. However, consultations with the Workers' group of the Governing Body with a view to the nomination of consultants reflecting the views and experience of workers' circles have not yet been completed. The Director-General hopes to be able to submit a list of nominations to the Governing Body at its 170th Session.

Joint Maritime Commission

14. The Standing Orders of the Joint Maritime Commission provide, in article 8.2, that "in the event of a vacancy arising owing to the decease or resignation of a regular or deputy member belonging to the Shipowners' or Seafarers' group, full freedom as to the manner of replacing him shall be left to the group concerned".

15. The Director-General has been informed by the leaders of the Shipowners' and Seafarers' groups of the Joint Maritime Commission that, following the death or retirement of certain members, the respective groups have appointed new members to the vacant seats, as follows:

Shipowners' group:

Mr. William F. J. Foster (Australia), Chairman of the Australasian Steamship Owners' Federation, to replace Mr. P. E. Trevella (Australia).

Seafarers' group:

Mr. C. Hadjitheodorou (Greece), of the Panhellenic Seamen's Federation, Piraeus, to replace Mr. M. Petroulis (Greece).

Mr. W. Hogarth (United Kingdom), General Secretary of the National Union of Seamen, London, to replace Mr. J. Scott (United Kingdom).

Mr. L. J. McLaughlin (Canada), of the Seafarers' International Union of Canada, Montreal, to replace Mr. H. C. Banks (Canada).

Mr. K. Murakami (Japan), of the All-Japan Seamen's Union, Tokyo, to replace Mr. T. Nishimaki (Japan).

Mr. E. Tollerud (Norway), of the Norwegian Seamen's Union, Oslo, to replace Mr. T. R. Sanstey (Norway).

Mr. Ch. W. van Zuylen (Netherlands), of the Netherlands Federation of Workers in the Shipping Industry, Rotterdam, to replace Mr. C. W. van Driel (Netherlands).

Deputy members:

Mr. S. Wiebe (Sweden), of the Swedish Ships Officers' Association, Stockholm, to replace Mr. N. H. Akesson (Sweden).

16. The Governing Body is invited to take note of the above changes in the composition of the Joint Maritime Commission.

Meeting of Experts on Minimum Wage Fixing and Related Problems, with Special Reference to Developing Countries

17. At its 168th Session the Governing Body approved the agenda of the Meeting of Experts on Minimum Wage Fixing and Related Problems, with Special Reference to Developing Countries, and decided that the meeting should consist of 14 experts—three from government circles, three from research institute or university circles, four from employers' circles and four from workers' circles. It was understood that the government experts would be appointed following consultation with the Governments of India, the U.S.S.R. and a Latin American country and that nominations for experts from employers' and workers' circles would be put forward after consultation with the Employers' and Workers' groups of the Governing Body, account being taken of the countries from which it was proposed to select government experts.

18. The Director-General proposes, after appropriate consultations, that the following 14 experts should be invited to attend the meeting:

Mr. John T. Dunlop (United States), Professor of Economics, Harvard University.

Mr. Charles Louis Durand (France), General Secretary, Union of Gabon Mining Undertakings.

Mr. Hector Escrivar (Chile), former senior official of the Ministry of Labour; Professor of Labour Law, Chilean National University.

Mr. N. O. Eshiett (Nigeria), General Secretary, Federation of Commercial and Clerical Employees' Unions.

Mr. Tomas Herazo Rios (Colombia), General Secretary, Confederation of Colombian Workers.

Professor Nurul Islam (Pakistan), Director, Pakistan Institute of Development Economics.

Mr. D. N. Karpukhin (U.S.S.R.), Deputy Director, Labour Scientific Research Institute, Moscow.

Mr. Jerry Montamayor (Philippines), President, Free Farmers' Union; Dean, College of Law.

Mr. Francisco Murro de Nadal (Argentina), Industrialist.

Mr. Dudley Seers (United Kingdom), Director-General, Economic Planning Staff, Ministry of Overseas Development; Director-designate, Institute of Development Studies, University of Sussex.

Dr. B. R. Seth (India), Deputy Secretary, Ministry of Labour.

Mr. Bernhard Tacke (Federal Republic of Germany), Vice-Chairman, German Confederation of Trade Unions (D.G.B.).

Mr. Herman van Liefveringe (Belgium), Adviser, Federation of Belgian Industries.

Mr. L. E. Wirasekera (Ceylon), Executive Officer, Employers' Federation of Ceylon.

19. The Governing Body may wish to authorise the Director-General to invite the experts listed in paragraph 18 to attend the meeting.

20. After consultation with the Employers' group, the Director-General further submits the following nominations for substitutes:

1 See Minutes of the 168th Session of the Governing Body, ninth sitting, p. 59, and Appendix XV, fourth paper, paras. 5-6, pp. 111-112.

Mr. C. E. ABBE (Nigeria), Personnel Director, United Africa Company of Nigeria Ltd.

Mr. Walkl ASFOUR (Jordan), General Secretary, Amman Chamber of Industry.

Mr. Lyle H. FISHER (United States), Vice-President, Labor-Management Relations, Minnesota Mining and Manufacturing Company.

Mr. Isidoro Franco MARIANI (Italy), Chief of the Bureau of Statistics and Labour Cost, General Confederation of Italian Industry.

21. The Governing Body is invited to authorise the Director-General, in the event of any of the experts from employers' circles listed in paragraph 18 being unable to attend the meeting, to invite one of the substitutes listed in paragraph 29, after consultation with the Employers' group.

Meeting of Consultants on Young Workers' Problems

22. At its 168th Session the Governing Body, after the Director-General had had the necessary consultations, invited a number of consultants on young workers' problems to attend a meeting to be held in Geneva from 10 to 15 October 1967.1 It noted that consultations were proceeding with a view to the nomination of a consultant from an international non-governmental organisation and that proposals would be submitted to the Governing Body at its 169th Session.

23. The Director-General now proposes that the following consultant should be invited to attend the meeting:


24. The Governing Body is invited to authorise the Director-General to invite Miss Arnold to attend the Meeting of Consultants on Young Workers' Problems.

25. In addition, the Governing Body has been notified of the resignation of Mr. A. St. V. Wijemanne (Ceylon) from the Panel of Consultants from which participants in the meeting are selected, and invited to appoint Mr. S. K. D. Jayemanne (Ceylon) in his place.2 If the Governing Body agrees to this appointment, it may wish also to authorise the Director-General to invite Mr. Jayemanne to attend the Meeting of Consultants on Young Workers' Problems, in place of Mr. Wijemanne.

Technical Meeting of Experts on the Organisation and Planning of Vocational Training

26. At its 168th Session the Governing Body fixed the place, date and agenda of the Technical Meeting of Experts on the Organisation and Planning of Vocational Training and postponed consideration of the composition of the meeting to the present session in order to leave the Director-General time for further consultations.3

27. In the light of these consultations it is now proposed that the meeting should consist of 12 experts. Four of the experts would be drawn from the staff of government-sponsored central vocational training agencies in the major developing regions (Africa, Asia, Latin America and the Middle East). Two would reflect the experience of educational authorities which are making substantial proposals to put forward.

The Governing Body is invited to authorise the composition of the meeting as outlined in paragraph 32 above and to authorise its Officers to approve on its behalf any nominations which the Director-General may submit in due course.

31. At its 168th Session the Governing Body decided to postpone its decision on the composition of the Meeting of Experts on the Scope, Methods and Uses of Family Expenditure Surveys to its 169th Session.4

32. Following further consultations, the Director-General proposes that the meeting should consist of 12 experts, of whom two would be nominated after consultation with the Employers' group of the Governing Body and two after consultation with the Workers' group. The remaining eight experts would be selected by the Director-General from the competent government circles, due account being taken of the need to ensure adequate geographical representation.

33. The Governing Body is invited to approve the composition of the meeting of experts nominated in paragraph 32 above and to authorise its Officers to approve on its behalf any such nominations which the Director-General will submit in due course.

Technical Meeting on the Rights of Trade Union Representatives and Participation of Workers in Decisions within Undertakings

34. Following the decisions taken by the Governing Body at its 167th Session (November 1966) concerning the place, date, agenda and composition of the Technical Meeting on the Rights of Trade Union Representatives and Participation of Workers in Decisions within Undertakings,8 the Director-General undertook consultations with the circles concerned with a view to the nomination of experts to attend the meeting.

1 See Minutes of the 166th Session of the Governing Body, ninth sitting, p. 59, and Appendix XV, fifth paper, paras. 15-19, p. 114.
2 See paras. 6-8, p. 68.

5 Industries or persons having participated in the work of national bodies responsible for the planning and organisation of vocational training.

28. As the meeting will be concerned mainly with seeking new ways of promoting the planned expansion and improvement of vocational training in developing countries, especially training in medium and small-scale undertakings, it is particularly important that the experts from employers' and workers' circles should have an intimate knowledge of conditions of work and training in such undertakings. The reasons for this concern with medium and small-scale undertakings is that training in such undertakings—unlike that in public and private large-scale undertakings in developing countries, which frequently have excellent training programmes of their own—often takes place in an unplanned and unorganised manner. One of the primary objectives of the meeting will be to secure the experts' advice on possible I.L.O. action with a view to assisting governments in the planned improvement of training in medium and small-scale undertakings.

29. If the Governing Body agrees to the composition proposed above, the Director-General would propose that it should authorise him to invite the following persons to attend the meeting:

Mr. D. R. COOPER (Canada), Chief of Personnel Relations Department, DuPont of Canada Ltd.

Mr. Carlos ELTON ALAMOS (Chile), Member of the Board of Directors of the Company for Factory Development, Santiago de Chile.

Mr. VIGIER (Gabon), Chairman of the Ongoué Mining Company.

30. Consultations with a view to the nomination of the remaining experts are proceeding.

The Governing Body may wish to authorise its Officers to approve on its behalf such nominations as the Director-General may be in a position to put forward.

Meeting of Experts on the Scope, Methods and Uses of Family Expenditure Surveys

31. At its 168th Session the Governing Body decided to postpone its decision on the composition of the Meeting of Experts on the Scope, Methods and Uses of Family Expenditure Surveys to its 169th Session.1

32. Following further consultations, the Director-General proposes that the meeting should consist of 12 experts, of whom two would be nominated after consultation with the Employers' group of the Governing Body and two after consultation with the Workers' group. The remaining eight experts would be selected by the Director-General from the competent government circles, due account being taken of the need to ensure adequate geographical representation.

33. The Governing Body is invited to approve the composition of the meeting of experts nominated in paragraph 32 above and to authorise its Officers to approve on its behalf any such nominations which the Director-General will submit in due course.

Technical Meeting on the Rights of Trade Union Representatives and Participation of Workers in Decisions within Undertakings

34. Following the decisions taken by the Governing Body at its 167th Session (November 1966) concerning the place, date, agenda and composition of the Technical Meeting on the Rights of Trade Union Representatives and Participation of Workers in Decisions within Undertakings, the Director-General undertook consultations with the circles concerned with a view to the nomination of experts to attend the meeting.

1 See Minutes of the 166th Session of the Governing Body, ninth sitting, p. 59, and Appendix XV, first paper, paras. 15-26, pp. 110-111.
35. These consultations are still in progress and the Director-General hopes to submit nominations to the Governing Body at its present session.

Supplementary Note

Technical Meeting on the Rights of Trade Union Representatives and Participation of Workers in Decisions within Undertakings

1. In the document on this subject already submitted to the Governing Body, the latter was informed that consultations were under way with a view to the nomination of experts to be invited to the Technical Meeting on the Rights of Trade Union Representatives and Participation of Workers in Decisions within Undertakings, which is to be held in Geneva from 20 to 29 November 1967.

2. In accordance with the provision made in the 1967 budget, the Governing Body decided at its 167th Session (November 1966) that the meeting should be composed of 16 experts selected for their qualifications and representing as wide a geographical spectrum as possible, as well as different interests. It was also decided that six experts should be appointed in consultation with the Employers' group and six in consultation with the Workers' group of the Governing Body and that the remaining four should be appointed primarily from government circles, research institutes or universities.

3. The Director-General has, however, received a request from the Employers' and Workers' groups of the Governing Body to the effect that the number of experts to be invited to the meeting after consultation with the respective groups should be raised from six to eight in each case. The question of the financial implications of such an increase is being submitted to the Financial and Administrative Committee for consideration and a report to the Governing Body.

4. The Governing Body may wish to decide that the number of experts to be invited to the meeting after consultation with the Employers' and Workers' groups of the Governing Body respectively shall be increased from six to eight in each case.

5. The Director-General is at present engaged in consultations concerning the nomination of the four remaining experts. While the names which he hopes to put forward in due course will, for reasons of geographical distribution, depend on the result of his consultations with the Employers' and Workers' groups concerning the experts from employers' and workers' circles, the Director-General is at present in a position to put forward the name of the following expert, chosen in view of his outstanding comparative knowledge of industrial relations systems:

Professor Otto Kahn-Freund, M.A., LL.M., Dr. jur. of the Middle Temple, Barrister-at-Law, Professor of Comparative Law in the University of Oxford; Member of the Royal Commission on Trade Unions and Employers' Associations; Former President of the International Society for Labour Law and Social Legislation.

6. The Governing Body may wish to authorise the Director-General to invite Professor Kahn-Freund to attend the meeting and to authorise its Officers to approve on its behalf the names of the further experts which the Director-General hopes to submit as a result of consultations now under way.

7. The following international intergovernmental organisations will be invited to send representatives to the meeting: the United Nations, the United Nations Educational, Scientific and Cultural Organisation, the Organisation for Economic Co-operation and Development, and the European Economic Community.
Seventeenth Item on the Agenda: Report of the Director-General

I. Obituary

Mr. Alfred Lambert-Ribot.

1. The Director-General announces with deep regret the death at Padua on 26 April 1967 of Mr. Alfred Lambert-Ribot, a former Employer member and Employer Vice-Chairman of the Governing Body.

2. Mr. Lambert-Ribot was born in Calais in 1886 and studied at the Paris Faculty of Law and the Ecole libre des sciences politiques. After being appointed as a junior member of the Council of State he served on the private staffs of the Minister of Labour, of the Prime Minister and of the Minister of Public Works. He then left the Administration in 1919 to become the Executive Director (délegué général) of the Federation of Metalurgical and Mining Industries and later Executive Director of the Comité des forges, subsequently becoming Vice-Chairman of both bodies. He was prominently associated with the French National Centre for Better Housing and various institutions concerned with financing better housing and with the anti-tuberculosis campaign in industry, and he played an important part in mutual insurance and retirement societies. He was an Officer of the Legion of Honour and held several foreign decorations. In addition, Mr. Lambert-Ribot was the last survivor of the four French employers who, at the Hotel Matignon on 7 June 1936, signed the agreement making the collective agreement system general throughout France and providing for the election of delegates of the workpeople in all firms of a certain size. One of the workers' signatories of this agreement was Léon Jouhaux, his colleague in the International Labour Conference and on the Governing Body.

3. Mr. Lambert-Ribot's association with the International Labour Organisation began in 1921, when he attended the Third Session of the International Labour Conference as an adviser and the Eighth Session of the Governing Body in Stockholm. He thereafter attended every session of the Conference as Employers' adviser or delegate until 1939, serving in 1928 and 1931 as Vice-Chairman of the Employers' group. In the meantime he had become in 1926 a regular Employer member of the Governing Body, a position he continued to hold until 1944, although his active attendance ceased in 1939. At the 40th (1930) Session of the Governing Body he was elected Employer Vice-Chairman.

4. The Governing Body will doubtless wish the Director-General to convey its sympathy to Mr. Lambert-Ribot's family.

Dr. Alexandre Knob.

5. The Director-General announces with deep regret the death in Budapest on 3 March 1967 of Dr. Alexandre Knob. Dr. Knob, who was in his eightieth year, was a former Employer deputy member of the Governing Body.

6. Dr. Knob spent a large part of his life in the service of Hungarian employers' associations, and for more than a decade before the Second World War he occupied the post of Director and Secretary of the National Confederation of Hungarian Manufacturers. He was a member of the Hungarian Parliament from 1935 to 1938. He was also active at the international level as a member of the Executive Committee of the International Organisation of Employers from 1934 until his national organisation was dissolved.

7. Dr. Knob first attended the International Labour Conference on the occasion of the 12th Session in 1929 as Employers' adviser and substitute delegate. From 1930 to 1939 he was Hungarian Employers' delegate at the Conference, and he was elected Employer Vice-President at the 24th Session in 1938. He served on the Governing Body as Employer deputy member from 1934 until 1939.

8. The Governing Body will doubtless wish the Director-General to convey its sympathy to Dr. Knob's family.

II. Composition of the International Labour Organisation

Entry of Barbados.

9. Article 1, paragraph 3, of the Constitution provides that a Member of the United Nations may become a Member of the International Labour Organisation by communicating to the Director-General its acceptance of the obligations of the Constitution.

10. By a letter dated 29 April 1967 the Government of Barbados, which was admitted to the United Nations on 7 December 1966, communicated to the Director-General its formal acceptance of the obligations of the Constitution of the International Labour Organisation. This letter was received by the Director-General on 8 May 1967, and Barbados accordingly became a Member of the International Labour Organisation on that date.

11. The entry of Barbados brings the number of States Members of the Organisation to 119.

III. Composition of the Governing Body

Government Group.


IV. Progress of International Labour Legislation

13-16. [Paragraphs 13 to 16 contain information relating to the ratification and denunciation of international labour Conventions and to declarations concerning the application of Conventions to non-metropolitan territories (article 35 of the Constitution) registered by the Director-General. These paragraphs are not reproduced here; the information which they contain is published in the Official Bulletin (Geneva, I.L.O.).]

Ratifications Authorised (Article 19 of the Constitution).

17. The ratification of the international labour Conventions referred to below has been authorised in the following countries:
Brazil:

Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117).
Employment Policy Convention, 1964 (No. 122).

Luxembourg:

Equal Remuneration Convention, 1951 (No. 100).

Norway:

Accommodation of Crews (Fishermen) Convention, 1966 (No. 126).

Turkey:

Equal Remuneration Convention, 1951 (No. 100).

Discrimination (Employment and Occupation) Convention, 1956 (No. 111).

18. [Paragraph 18 contains information relating to ratifications or acceptances of the Instruments for the Amendment of the Constitution of the International Labour Organisation, 1964 (Nos. 1, 2 and 3), registered by the Director-General. This paragraph is not reproduced here; the information which it contains is published in the Official Bulletin.]

V. Publications

19. In the period since the 168th Session of the Governing Body, ten reports for the 51st (1967) Session of the International Labour Conference have been issued in the usual languages, as well as the audited accounts for 1966. Two reports for the 52nd (1968) Session of the Conference are in the press.

20. Apart from the regular issues of the International Labour Review, Official Bulletin, Legislative Series and Bulletin of Labour Statistics, a volume (Bulletin No. 4) in the series "Labour and Automation" has been published, analysing the arrangements that exist in different countries to protect or assist workers whose jobs are affected by technological change.

First Supplementary Report

INTERPRETATION OF DECISIONS OF THE INTERNATIONAL LABOUR CONFERENCE

At the 165th Session of the Governing Body (May 1966), the Director-General submitted, for information, the texts of memoranda in which he had replied to requests made by governments concerning the interpretation of international labour Conventions. The Director-General has since replied to one further request of the same kind, making the usual reservation that the Constitution of the I.L.O. does not contain any provision authorising him to interpret the Conventions adopted by the International Labour Conference. The text of this reply, which is appended 1, is submitted to the Governing Body for information.

Second Supplementary Report

NEW I.L.O. HEADQUARTERS BUILDING: SIGNATURE OF THE CONTRACT WITH THE PROPERTY FOUNDATION FOR INTERNATIONAL ORGANISATIONS

1. At its 165th Session (May 1966) the Governing Body approved the terms of the draft contract to be concluded with the Property Foundation for International Organisations (F.I.P.O.I.) concerning the grant by the F.I.P.O.I. of a loan of up to 90 million Swiss francs for the construction of the new I.L.O. headquarters building, the exchange of the land at present owned by the I.L.O. in Geneva (excluding the property "Les Fougères") for "Le Grand Morillon" and the transfer, against a payment of 18 million Swiss francs, of the present I.L.O. headquarters building to the F.I.P.O.I., on the understanding that the contract would come into effect after the International Labour Conference had adopted a resolution authorising the Director-General to contract the loan required to finance the construction of the new building, the internal procedures of Swiss law had been completed and the Governing Body had approved the over-all plan and related cost estimates for the new building. 2

2. At its 50th (1966) Session the International Labour Conference adopted a resolution authorising the Director-General to contract the loan 3 and at its 167th Session (November 1966) the Governing Body approved the over-all plan and the related cost estimates for the new building. 4 In December 1966 the Swiss Federal Chambers authorised the Federal Council to grant a loan to the F.I.P.O.I. to enable the latter to purchase the present I.L.O. headquarters building and to make funds available to the I.L.O. on a loan basis to cover the remainder of the estimated cost of the new building.

3. The conditions laid down by the Governing Body for putting into effect the draft contract with the F.I.P.O.I. having thus been met and the necessary formalities in regard to the exchange of the properties concerned having been concluded, the deed of transfer and the contract were signed on 26 April 1967 by the Director-General on behalf of the International Labour Organisation and by Mr. Babel, Chairman, and Mr. Thalmann, Vice-Chairman, on behalf of the Property Foundation for International Organisations.

4. The terms of the contract as signed correspond in all respects to those contained in the draft text approved by the Governing Body at its 165th Session, except for a rectification of the figure for the area of the property "Le Grand Morillon". 5

5. This rectification, resulting from the fact that the state of Geneva must retain ownership of certain strips of land if it is to assume responsibility for providing for the maintenance and improvement of the road network in the area, is in no way prejudicial to the interests of the I.L.O.

6. The final text of the contract as signed is appended hereto. 6

7. The present paper is submitted for information.

Third Supplementary Report

REPORT ON THE COMPREHENSIVE PROGRAMME FOR THE ADAPTATION AND INTENSIFICATION OF I.L.O. ACTIVITIES RELATING TO INDUSTRIALISATION

1. At its 168th Session the Governing Body approved the following arrangements in respect of the report on the comprehensive programme for the adaptation and intensification of I.L.O. activities relating to industrialisation to be submitted to the International Labour Conference at its 51st (1967) Session for consideration and decision under the eighth item on its agenda, namely "The International Labour Organisation and technical co-operation (including the role of the I.L.O. in the industrialisation of developing countries)".

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(a) the Director-General would circulate the report to the members of the Governing Body not later than 1 May 1967;

(b) after consultation with the Officers of the Governing Body, the Director-General would circulate the report to governments as a Conference report; and

(c) the Governing Body would consider the report at its 169th Session and submit its own report to the Conference.¹

2. In accordance with points (a) and (b) above, the report ² has been circulated to the governments of member States and to the members of the Governing Body. In accordance with point (c), it is now before the Governing Body for consideration.

Fourth Supplementary Report

DESIGNATION OF A PRINCIPAL DEPUTY DIRECTOR-GENERAL

1. Article 4.2 (c) of the Staff Regulations states: "The Director-General may designate a Principal Deputy Director-General, in which event such designation shall be made after consultation with the Officers of the Governing Body and with the agreement of the Governing Body."³

2. After having consulted the Officers of the Governing Body, the Director-General now proposes, subject to the agreement of the Governing Body, to designate one of the present Deputy Directors-General, Mr. C. Wilfred Jenks, as Principal Deputy Director-General. Mr. Jenks's present contract would immediately be replaced by a new contract for a period of five years, in accordance with article 4.6 (b) of the Staff Regulations.

3. As Principal Deputy Director-General, Mr. Jenks would, in addition to his present functions, assume responsibility for deputising for the Director-General, as required, on the various committees and boards chaired by the Director-General, such as the Programme Committee and the Board of the International Centre of Advanced Technical and Vocational Training; for special assignments and projects as delegated by the Director-General; for taking charge of the Office in the absences of the Director-General and, during such periods, directing the work of the Office in accordance with the policies laid down by the Director-General.

4. While the organisational needs for the designation of Mr. Jenks as Principal Deputy Director-General follow from the requirements of the reorganisation of the secretariat, which is now nearing completion, and from the additional standing services which Mr. Jenks has rendered to the Organisation to date, the Director-General has designated Mr. Jenks as Principal Deputy Director-General as a result of the increase in the activities of the International Labour Office and the need to recognise in a public manner the eminent and outstanding services which Mr. Jenks has rendered to the International Labour Office for more than 35 years.

5. The financial consequences of this decision, in so far as they relate to the period up to 31 December 1967, can be met within the framework of existing provisions in the 1967 budget. The appropriate adjustments in salary and representation allowance required in respect of 1968 should be provided for in the 1968 budget.

6. The Governing Body is requested to signify its agreement to the designation of Mr. C. Wilfred Jenks as Principal Deputy Director-General for the period of his new appointment.

¹ See Minutes of the 158th Session of the Governing Body, second sitting, p. 22, and Appendix V, p. 87.
³ See Minutes of the 142th Session of the Governing Body, Minutes of the 142nd Session of the Governing Body, p. 67.
2. The Panel at present consists of the five following persons:

Mr. J. A. Barboza-Carneiro (Brazilian).
Mr. René Cassin (French).
Mr. H. H. Koch (Danish).
Mr. M. K. Vellodi (Indian).

3. The mandate of Mr. Koch will not expire until just before the 53rd (1968) Session of the Conference. The mandates of Mr. Barboza-Carneiro, Mr. Cassin, Sir Harold Emmerson and Mr. Vellodi will, however, expire before the 52nd (1968) Session of the Conference.

4. It will accordingly be necessary for the Conference, at its 51st (1967) Session, to make a decision concerning the appointment of the Panel in so far as the four members whose mandate is to expire before the 52nd (1968) Session of the Conference are concerned.

5. The Director-General is therefore called upon, under section III 5 (a) of the proposals relating to the procedure for the appointment of committees by the Conference, mentioned in paragraph 1 above, to submit nominations to the Governing Body on the basis of which the latter may make its recommendations concerning appointments to the Panel by the Conference.

6. The Director-General accordingly suggests the extension, for a further period of three years, of the mandates of Mr. J. A. Barboza-Carneiro, Mr. René Cassin, Sir Harold Emmerson and Mr. M. K. Vellodi.

7. The Governing Body is invited to approve the above proposals and to recommend to the Conference the reappointment of the above-mentioned persons for a further period of three years from the expiry of their present mandate as members of the Panel from which the Appeals Board is appointed each year.

**Seventh Supplementary Report**

**SECOND REPORT OF THE OFFICERS OF THE GOVERNING BODY**

Requests by International Non-Governmental Organisations to Be Represented by Observers at the 51st (1967) Session of the International Labour Conference

1. Under the Constitution of the International Labour Organisation and the Standing Orders of the International Labour Conference, international non-governmental organisations other than those with which consultative relationships have been established may be invited by the Governing Body (or the Conference) to be represented at the Conference in so far as attendance at the plenary sittings is concerned, while the invitation of such organisations to be represented on committees appointed by the Conference remains a matter for the Conference itself.

2. The Director-General has received requests from the following organisations (all of which fall into the above-mentioned category) for invitations to be represented at the 51st Session of the Conference by observers in connection with the agenda items stated:

**Item I : Report of the Director-General.**

- International Association for Social Progress.
- International Christian Federation of Trade Unions of Employees in Public Service.
- International Christian Union of Business Executives (UNIAPAC).
- International Federation of Chemical and General Workers' Unions.

- International Federation of Christian Trade Unions of Salaried Employees, Technicians, Managerial Staff and Commercial Travellers.
- International Federation of Free Teachers' Unions.
- International Federation of Plantation, Agricultural and Allied Workers.
- International Metalworkers' Federation.
- International Secretariat of Entertainment Trade Unions within the International Confederation of Free Trade Unions.
- International Transport Workers' Federation.
- International Union of Food and Allied Workers' Associations.
- International Young Christian Workers.
- Pan-American Confederation of Commercial Travellers.
- Postal, Telegraph and Telephone International.

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

- International Association for Social Progress.
- International Christian Federation of Trade Unions of Employees in Public Service.
- International Christian Union of Business Executives (UNIAPAC).
- International Confederation of Senior Officials.

**Item V : Examination of Grievances and Communications within the Undertaking.**

- International Association for Social Progress.
- International Christian Union of Business Executives (UNIAPAC).
- International Confederation of Senior Officials.
- International Federation of Chemical and General Workers' Unions.
- International Metalworkers' Federation.

**Item VI : Maximum Permissible Weight to Be Carried by One Worker.**

- Federation of International Furniture Removers.
- International Christian Union of Business Executives (UNIAPAC).
- International Federation of Plantation, Agricultural and Allied Workers.
- International Transport Workers' Federation.

**Item VII : Improvement of Conditions of Life and Work of Tenants, Share-croppers and Similar Categories of Agricultural Workers.**

- International Association for Social Progress.
- International Christian Union of Business Executives (UNIAPAC).
- International Federation of Plantation, Agricultural and Allied Workers.
- Trade Unions International of Agricultural, Forestry and Plantation Workers.

**Item VIII : The International Labour Organisation and Technical Co-operation (Including the Role of the I.L.O. in the Industrialisation of Developing Countries).**

- International Association for Social Progress.
- International Christian Federation of Trade Unions of Employees in Public Service.
- International Christian Union of Business Executives (UNIAPAC).
- International Confederation of Senior Officials.
- International Federation of Chemical and General Workers' Unions.
3. The Director-General has also received a request to be represented at the Conference from the International Confederation of Arab Trade Unions. This organisation has not yet indicated the agenda items in which it is interested.

4. In accordance with the procedure followed in connection with previous sessions of the Conference, and having satisfied themselves that the organisations in question are of recognised standing and have an interest in technical items on the agenda as indicated above, the Officers unanimously recommend to the Governing Body that it should invite the following organisations to be represented by observers at the 168th Session of the International Labour Conference, it being understood that it will be for the Selection Committee of the Conference to consider their requests to participate in the work of the committees dealing with the items on the agenda in which they have expressed an interest:

- Federation of International Furniture Removers.
- International Association for Social Progress.
- International Christian Federation of Trade Unions of Employees in Public Service.
- International Christian Union of Business Executives (UNIAFAC).
- International Confederation of Arab Trade Unions.
- International Confederation of Senior Officials.
- International Federation of Chemical and General Workers’ Unions.
- International Federation of Christian Trade Unions of Sales, Employees, Technicians, Managerial Staff and Commercial Travellers.
- International Federation of Free Teachers’ Unions.
- International Federation of Plantation, Agricultural and Allied Workers.
- International Metalworkers’ Federation.
- International Secretariat of Entertainment Trade Unions within the International Confederation of Free Trade Unions.
- International Transport Workers’ Federation.
- International Union of Food and Allied Workers’ Associations.
- International Young Christian Workers.
- Pan-American Confederation of Commercial Travellers, Postal, Telegraph and Telephone International.
- Trade Unions International of Agricultural, Forestry and Plantation Workers.

Eighth Supplementary Report
Sixth Asian Regional Conference of the I.L.O.1

1. The budget of the I.L.O. for 1967 makes provision for the Sixth Asian Regional Conference to be held during that year. A credit of $117,920 was provided on the usual understanding that half the cost of the conference would be borne by the host government.

2. At its 168th Session the Governing Body, in accordance with a recommendation made by the Asian Advisory Committee at its 13th Session, decided on the following agenda for the Sixth Asian Regional Conference:

I. Report of the Director-General.
II. Social security: trends and problems.
III. Management development, with special reference to personnel policies and practices.
IV. Review of the Asian Manpower Plan (it being understood that this question might be dealt with by the Selection Committee or the Resolutions Committee of the conference and would not require the setting up of a separate technical committee).2

3. No invitation from any Asian government to hold the Sixth Asian Regional Conference in its country has been received. The Director-General has made approaches to six governments of the region in turn with a view to ascertaining if any of them might have the I.L.O. able to hold the conference and act as host to it. None of these governments was in a position to extend such an invitation. The main obstacle was the requirement that the inviting government should meet half of the costs of the conference.

4. The present position, therefore, is that there is no invitation to hold the Sixth Asian Regional Conference in a country of the region, and the Director-General is not in a position to submit any proposals for the date and place of this conference.

5. It will not be possible to delay a decision on the holding of the Sixth Asian Regional Conference beyond the sitting of the Governing Body to be held immediately after the 51st Session of the International Labour Conference. If there has been no change in the position by then, it will be necessary to assume that the Sixth Asian Regional Conference cannot be held this year.

6. Under the Financial Regulations of the I.L.O. a credit cannot be carried over from one year to the next, and failure to hold the Sixth Asian Regional Conference in 1967 would therefore mean its postponement until the cycle of other regional conferences has been completed. The next occasion for holding an Asian regional conference would thus be in 1971.

7. The most urgent question on the agenda of the Sixth Asian Regional Conference, and one which could hardly be postponed until 1971 without prejudice to the whole programme of I.L.O. activities in Asia, is the Asian Manpower Plan. It may be recalled in this connection that the Asian Conference of Ministers of Labour, held in Manila from 12 to 15 December 1966, shortly after the 13th Session of the Asian Advisory Committee, endorsed the Asian Manpower Plan and agreed to recommend to the I.L.O. its “speedy implementation”.

8. In endorsing and supporting the dynamic and positive concept of the Asian Manpower Plan, the Asian Advisory Committee pointed out, at its 13th Session, that the I.L.O.’s tripartite structure, “its responsibilities within the United Nations family, its programme of work and its practical experience place upon it a special responsibility to provide support for and a stimulus to the efforts of Asian countries in the development of their manpower resources and to promote regional co-operation and planning,” should be the “basis for this purpose.” At the 168th Session the I.L.O. should accept the responsibility of developing an Asian Manpower Plan to provide a framework for a greatly intensified programme of action consonant with the recognised urgent needs of the region. By means of an integrated programme of data collection, analysis and projection, training and advisory services, and expert guidance, the Plan should promote a systematic region-wide effort along two mutually reinforcing lines, one national and the other regional.

9. The two main objectives of the Plan are—

(a) the development of a regional framework within which national action can be taken; and

(b) the feedback of national efforts, action and resources to the regional effort in establishing a uniform system of methodology and concepts of data collection and analysis, and of human resources planning.

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The Plan would also provide a framework for efforts towards manpower planning at the sub-national, provincial and local levels.

11. The Asian Advisory Committee stressed the urgency of the manpower problems in the Asian region and urged immediate steps to prepare a concrete and detailed programme of action as envisaged in the Asian Manpower Plan.

12. Should it not prove possible to hold the Sixth Asian Regional Conference in 1967, the Governing Body might wish to consider whether the resources provided for that conference in the 1967 budget should be used for urgent action in connection with the preparation of the Asian Manpower Plan. It is proposed that this action might take the form of: (a) the preparation of manpower projections; a review of employment policy; and an inventory and assessment of training facilities. The Asian members of the Governing Body might be asked to consider detailed plans in these areas at the 170th Session of the Governing Body.

A brief outline of these proposals is given below.

Preparatory Work on the Asian Manpower Plan

14. The Asian Manpower Plan, as outlined by the Asian Advisory Committee, consists of ten component parts. The intention is to review all activities in the field of manpower policy in order to build and implement a systematic programme of work which is already in progress on some aspects requires intensification and concentration of efforts to meet the objectives of the Plan, while activities still have to be initiated and developed in regard to other aspects under a phased programme. The action envisaged under the Plan is many-sided and of a long-term nature. Its rational development would be facilitated if it were geared to the attainment of clearly defined policy goals and targets, to be considered and adopted by an appropriate body when the technical groundwork has been laid.

Manpower Projections.

15. A logical first and major step in this direction would be the establishment of a set of manpower projections for the countries of the region. The projections would be based on an assessment of the supply of and demand for manpower in relation to development requirements over a period of say, from five to 15 years. Two aspects might be distinguished, although they are interrelated. The first concerns the urgent social need for the creation of productive employment for the present and prospective labour force (growing principally from the net addition to the population of working age), which consists mainly of unskilled workers. The second aspect relates to the demand for skilled manpower of different kinds which is likely to be generated at various stages of the process of development, and its comparison with the likely supply of manpower emerging from the educational and training systems. Remedial action would be called for if serious discrepancies occurred in the supply and demand situations. Such action would include active employment market policies; the development of adequate systems of incentives; and adjustments to educational and training programmes. The manpower projections would cover both the economy as a whole and in different industries. Alternative projections based on different assumptions as to the growth of the economy and its related variables would be prepared. These projections would constitute a basis for setting realistic policy targets in the fields of employment, education, and vocational, technical and management training. They would also provide a tentative framework for stimulating action in the various manpower fields.

16. Comprehensive national manpower projections are rare in Asian countries, but action in this field, is in the field of economic projections in general, is expanding. Manpower projections for particular sectors or skill groups are not uncommon. The I.L.O.'s work would be developed in co-operation with the national agencies concerned and with I.L.O. experts in manpower planning and related fields of economic development of the region. The work on manpower projections would—

(a) provide estimates for the planning of educational, training and employment creation programmes;

(b) evolve guidelines for a common conceptual approach for the region through the comparison of different national experiences;

(c) provide training and experience for national and other participants in this difficult and specialised field, in which expertise is scarce in the countries of the region;

(d) lay the groundwork for indicative target-setting at the national level and, when opportune, at the regional level.

17. A technical meeting of consultants is due to be held in July 1967. The purpose of this meeting is to afford an opportunity for the dissemination of information and an exchange of ideas on the methodology of manpower assessments and projections applicable to the region with a view to the development of a common conceptual approach. This would provide an important starting point for the programme outlined above.

Review of Employment Policy.

18. The employment situation in most Asian countries is serious and calls for active policies aimed at employment promotion. The Asian Advisory Committee has recommended that national employment policies should be reviewed and adapted to the principles laid down in the Employment Policy Convention and Recommendation, 1964 (No. 122). The I.L.O. would assist countries willing to undertake such a review, which could be conducted jointly by national employment specialists and experts provided by the I.L.O. This project might contribute to remedial action of a short-term nature for urgent problems; at the same time it would provide a basis for the planning and implementation of long-term action in a complex field where policies have to be fitted into the general strategy of development.

Inventory of Training Facilities.

19. The Asian Advisory Committee has recommended that an inventory should be made of existing facilities, both institutional and in-plant, for training planners and administrators in the manpower field and for training vocational instructors, training officers, foremen, supervisors and managers. Such an inventory would serve a dual purpose: it would provide information needed for making training projections; and it would promote intra-regional co-operation by assisting arrangements for placing training facilities at the disposal of several Asian countries. The inventory could be supplemented by a critical appraisal which might help to improve the pattern of training.

Regional Team of Specialists.

20. For carrying out these activities in the context of the Asian Manpower Plan, the key element would be an interdisciplinary team of manpower specialists available for a period of several years. Its composition should be flexible and responsive to changing needs and the special circumstances reached in the various countries covered by the Plan. It would seem desirable for the team to include experts in the following fields: labour economics, econometrics, manpower statistics, vocational training and management development.

Consideration of Detailed Proposals.

21. Detailed plans for action in the various areas mentioned above might be considered by the members of
the Asian Advisory Committee who are also members of the Governing Body. They could hold a meeting for this purpose on the occasion of the 170th Session of the Governing Body. To aid this group in its examination of technical questions, technical consultants could be invited to the meeting.

**Organisation of Regional Conferences**

22. The Director-General would like to underline the problems increasingly encountered in organising regional conferences. The present I.L.O. practice whereby the host country is required to meet half the costs of a regional conference has led to considerable difficulties aggravated by the shortages of foreign exchange faced by many countries. The Director-General would therefore propose to submit the question of future policy in this matter to the Financial and Administrative Committee for full consideration at an early date.

**Ninth Supplementary Report**

**Appointment of a Subcommittee on General Service Category Salaries**

1. At its meeting on 2 June 1967 the Financial and Administrative Committee decided to set up a small subcommittee to advise the Director-General, as he might request, on matters arising in connection with the problem of General Service category salaries in Geneva. It was agreed that the subcommittee would consist of the three Officers of the Governing Body as ex officio members, plus two representatives of each of the three groups.

2. The groups have met and agreed on the following nominations:

- **Government group:** Mr. Morgan, Mr. Hill.
- **Employers' group:** Mr. Bergenström, Sir George Pollock.
- **Workers' group:** Mr. De Bock, Lord Collison.

3. The subcommittee is accordingly composed of the persons listed in paragraph 2 as representatives of their respective groups, together with the Officers of the Governing Body as ex officio members.

**Tenth Supplementary Report**

**Attendance by Observers at Sessions of the Joint Maritime Commission**

1. At its 168th Session the Governing Body was informed that the Director-General had received a request from the International Federation of Christian Trade Unions of Transport Workers to be represented by an observer at the 20th Session of the Joint Maritime Commission. The request was received by the Directors of the maritime commission itself to decide, when it meets, regarding the admission of persons other than members. As to the question of the possible amendment of article 10 of the Standing Orders to provide for the possibility of international non-governmental organisations being invited by the Governing Body to be represented at sessions of the Commission, the two groups of the Joint Maritime Commission would prefer that no such change should be made.

4. Accordingly, the Director-General informed the leaders of the two groups of the requests and asked for their views. He has now received their replies, in which they state that, with reference to paragraph 1 of its Standing Orders, it is for the Joint Maritime Commission itself to decide, when it meets, regarding the admission of persons other than members. As to the question of the possible amendment of article 10 of the Standing Orders to provide for the possibility of international non-governmental organisations being invited by the Governing Body to be represented at sessions of the Commission, the two groups of the Joint Maritime Commission would prefer that no such change should be made. It has been the constant practice of the Commission to carry on its deliberations in private, and they consider that this practice has proved its worth and should be continued. The texts of the replies of the leaders of the two groups of the Commission are appended to this paper.

5. The Governing Body is accordingly invited—

- **(a)** to take note of the views expressed by the leaders of the Shipowners' and Seafarers' groups of the Joint Maritime Commission, as set out in paragraph 4 above; and
- **(b)** to decide whether in the circumstances it would or would not be appropriate to amend the Standing Orders of the Joint Maritime Commission to provide for the attendance of observers from international non-governmental organisations at sessions of the Commission.

**Annex**

**Text of the Letter Addressed to the Director-General by the Leaders of the Shipowners' and Seafarers' Groups of the Joint Maritime Commission**

Text of the Letter of 24 May 1967 from the Leader of the Shipowners' Group

Dear Sir,

You have been good enough to inform us of the decision of the Governing Body to consult the leaders of the Shipowners' and Seafarers' Groups of the Joint Maritime Commission in respect of a request from the International Federation of Christian Trade Unions of Transport Workers to be represented at the 20th Session of the Joint Maritime Commission, and of a request from the International Federation of Christian Trade Unions that article 10 of the Standing Orders of the Commission be amended to provide for the possibility of international non-governmental organisations

1 See Minutes of the 168th Session of the Governing Body, ninth sitting, p. 59, and Appendix XV, third paper, para. 5, p. 121.

2 See Minutes of the 168th Session of the Governing Body, ninth sitting, p. 59.
being invited by the Governing Body to be represented at sessions of the Commission.

Under paragraph 1 of article 10 of its Standing Orders the sittings of the Commission are not public, although the Commission may decide as to the admission of any person to its sittings. Thus, on the basis of this provision, it is for the Commission itself to decide, when it meets, regarding the admission of persons other than members. On the other hand, paragraph 3 of article 10 provides for the participation in proceedings of the Commission of representatives of the United Nations and of the Intergovernmental Maritime Consultative Organisation and, upon invitation by the Governing Body, of other international organisations established by intergovernmental agreement. However, this provision in no way deals with the question of representation of international non-governmental organisations.

As regards the question of the possible amendment of article 10 of the Standing Orders to provide for the possibility of international non-governmental organisations being invited by the Governing Body to be represented at sessions of the Commission, the Shipowners' Group of the Joint Maritime Commission would prefer that no such change should be made. It has been the constant practice of the Commission to carry on its deliberations in private, and we consider that this practice has proved its worth and should be continued.

We should be grateful if you would convey these views to the Governing Body.

Yours faithfully,
(Signed) Richard Snedden.

Text of the Letter of 16 May 1967 from the Leader of the Seafarers' Group

Dear Mr. Morse,

You have been good enough to inform us of the decision of the Governing Body to consult the leaders of the Shipowners' and Seafarers' groups of the Joint Maritime Commission in respect of a request from the International Federation of Christian Trade Unions of Transport Workers to be represented at the 20th Session of the Joint Maritime Commission and, of a request from the International Federation of Christian Trade Unions that article 10 of the Standing Orders of the Commission should be amended to provide for the possibility of international non-governmental organisations being invited by the Governing Body to be represented at sessions of the Commission.

Under paragraph 1 of article 10 of its Standing Orders the sittings of the Commission are not public, although the Commission may decide as to the admission of any person to its sittings. Thus, on the basis of this provision, it is for the Commission itself to decide, when it meets, regarding the admission of persons other than members. On the other hand, paragraph 3 of article 10 provides for the participation in proceedings of the Commission of representatives of the United Nations and of the Intergovernmental Maritime Consultative Organisation and, upon invitation by the Governing Body, of other international organisations established by intergovernmental agreement. However, this provision in no way deals with the question of representation of international non-governmental organisations.

As regards the question of the possible amendment of article 10 of the Standing Orders to provide for the possibility of international non-governmental organisations being invited by the Governing Body to be represented at sessions of the Commission, the Seafarers' Group of the Joint Maritime Commission would prefer that no such change should be made. It has been the constant practice of the Commission to carry on its deliberations in private, and we consider that this practice has proved its worth and should be continued.

We should be grateful if you would convey these views to the Governing Body.

Yours faithfully,
(Signed) Douglas Tennant.

Eleventh Supplementary Report

SIXTH ASIAN REGIONAL CONFERENCE OF THE I.L.O.

1. At the sittings which it held before the 51st Session of the International Labour Conference the Governing Body had before it a paper informing it that no invitation had been received to hold the Sixth Asian Regional Conference in a country of the region and suggesting alternative plans for using the resources provided for the conference in the 1967 budget. The Governing Body decided to give the matter further consideration at its meeting following the 51st Session of the International Labour Conference.

2. Since then the Director-General has had further consultations on the subject of the Sixth Asian Regional Conference, and it is evident that there is a general desire that the conference should be held.

3. In these circumstances the Japanese Government has informed the Director-General that it would be glad to welcome the conference in Tokyo in 1968 at a date to be agreed, on the usual understanding that the host country would pay half the cost of the conference. The Director-General has agreed to discuss further with the Japanese Government steps to ensure that the arrangements for the conference are as economical as possible.

4. The Director-General is submitting to the Financial and Administrative Committee proposals designed to enable the I.L.O. to incur the expenses corresponding to its share of the cost of the conference in 1968 rather than in 1967.

5. Subject to the decision which it may take on this matter on the recommendation of the Financial and Administrative Committee, the Governing Body may wish to request the Director-General to express to the Government of Japan its warmest gratitude for this action and to decide that the Sixth Asian Regional Conference of the I.L.O. shall be held in Tokyo in 1968, the exact dates to be fixed subsequently in agreement with the Government of Japan.

1 See eighth supplementary report, pp. 76-78.
APPENDIX XVIII

Eighteenth Item on the Agenda: Programme of Meetings

Programme for 1967

Technical Meeting of Experts on the Organisation and Planning of Vocational Training.

1. The programme of meetings previously approved by the Governing Body calls for this meeting to be held in Geneva from 25 September to 6 October 1967. However, owing to delays in the preparation of documentation for the meeting due to the destruction in the Petit-Saconnex Annex fire of all the material prepared up to the time of the fire, it will be necessary to postpone the meeting until the end of the year, and it is now proposed that it should be held from 20 November to 1 December 1967.

Meeting of Experts on the Scope, Methods and Uses of Family Expenditure Surveys.

2. The programme of meetings approved by the Governing Body at its 168th Session calls for this meeting to be held in Geneva in December for ten days. It is now proposed that it should be held from 4 to 13 December 1967.

Programme for 1968

4. A brief programme covering the meetings provided for in the 1968 budget, as adopted by the International Labour Conference at its 51st Session, is attached. It is not possible at the present stage to submit more specific proposals, and some variation in the dates suggested may prove necessary in the light of developing circumstances. Subject to this proviso, the Governing Body is invited to approve the draft programme of meetings for 1968 as attached on the understanding that further proposals will be made by the Director-General in due course.

3. The programme of meetings for the remainder of 1967 as resulting from previous Governing Body decisions together with the above proposals is appended for information. The Governing Body will be considering further the question of the Sixth Asian Regional Conference of the I.L.O. under the seventeenth item of its agenda.

2 Not reproduced here. Ibid., p. 302.
Nineteenth Item on the Agenda: Appointment of Governing Body Representatives on Various Bodies

1. The Governing Body is called upon to appoint at its present session certain of its members to represent it on various bodies as indicated below.

Tripartite Technical Meeting for the Woodworking Industries
(Geneva, 11-22 September 1967)

2. The Governing Body is invited to appoint a tripartite delegation to represent it at the Tripartite Technical Meeting for the Woodworking Industries (Geneva, 11-22 September 1967). The 1967 budget provides for a delegation composed of three members. It will also be necessary to appoint a chairman for this meeting.

Joint Maritime Commission

3. Under article 3, paragraph 1, of the Standing Orders of the Joint Maritime Commission the Chairman of the Governing Body is ex officio Chairman of the Commission. Under article 1, paragraph 1, of these Standing Orders the membership of the Commission is also composed of two members appointed by the Governing Body representing respectively the Employers' and the Workers' groups of the Governing Body.

4. Mr. Campanella, who was appointed by the Governing Body at its 149th Session (June 1961) to represent the Governing Body's Employer members on the Commission, is no longer a member of the Governing Body. It will therefore be necessary to provide for Mr. Campanella's replacement on the Joint Maritime Commission, which is to hold its 20th Session in Geneva from 25 September to 6 October 1967.

5. The Governing Body is invited to appoint one of its members to represent the Employers' group of the Governing Body on the Joint Maritime Commission, in accordance with article I, paragraph 1, of the Commission's Standing Orders.

African Advisory Committee (Third Session, Dakar, 10-20 October 1967)

6. The Governing Body is invited to appoint a tripartite delegation to represent it at the Third Session of the African Advisory Committee (Dakar, 10-20 October 1967). The 1967 budget provides for a delegation composed of three members.

Advisory Committee on Salaried Employees and Professional Workers (Sixth Session, Geneva, 4-15 December 1967)

7. The Governing Body is invited to appoint a tripartite delegation to represent it at the Sixth Session of the Advisory Committee on Salaried Employees and Professional Workers (Geneva, 4-15 December 1967). The 1967 budget provides for a delegation composed of three members. It will also be necessary to appoint a chairman for this meeting.

Sixth Asian Regional Conference of the I.L.O.

8. The 1967 budget provides for a tripartite Governing Body delegation to the Sixth Asian Regional Conference of the I.L.O. composed of seven members. The Governing Body may be called upon to appoint such a delegation in the event of the conference being held in 1967.
Twentieth Item on the Agenda: Questions Arising Out of the 51st (1967) Session of the International Labour Conference

APPENDIX XX

ACTION TO BE TAKEN ON RESOLUTIONS ADOPTED BY THE CONFERENCE

1. In accordance with the usual practice the Governing Body will have before it at its 170th Session proposals concerning the action to be taken on the resolutions adopted by the International Labour Conference. However, the Governing Body will no doubt wish to take immediate steps in respect of the resolution relating to the 50th Anniversary of the International Labour Organisation, which the Conference adopted on 26 June 1967, and the resolution concerning the International Covenants on Human Rights and the measures which the International Labour Organisation should adopt in regard thereto, which the Conference adopted on 29 June 1967. The text of both resolutions is appended.¹

Resolution relating to the 50th Anniversary of the International Labour Organisation

2. In this resolution the Conference, after deciding to celebrate the 50th Anniversary of the I.L.O. in 1969, proposes a programme of international and national activities aimed at promoting broad understanding of, and support for, the activities of the Organisation and decides that the celebration should include—

(a) activities throughout the anniversary year;
(b) special ceremonies on Wednesday, 18 June 1969, in the course of the 53rd Session of the Conference;
(c) special ceremonies on Wednesday, 29 October, the date of the opening of the First Session of the International Labour Conference in 1919.

3. To that end the Conference expresses the hope, in the sixth operative paragraph of the resolution, that the governments of member States will arrange, with the co-operation of employers’ and workers’ organisations, appropriate national ceremonies in the course of the anniversary year, if possible on 29 October, with the participation of national figures of the highest rank, to commemorate and draw attention to their membership in the International Labour Organisation and the development of national social policy during the period of such membership. The seventh operative paragraph of the resolution draws attention to the desirability, where national practice allows, of affording an opportunity during the anniversary year for a full parliamentary debate on the participation of the Member in the International Labour Organisation. In the eighth operative paragraph the Conference calls upon the governments of member States to review, in co-operation with employers’ and workers’ organisations, the effectiveness of past and present collaboration with the International Labour Organisation and possible steps to make it still more effective.

4. Following the adoption of the resolution, the Director-General circulated to delegates attending the Conference a memorandum designed to give them in a convenient form the background information necessary to enable them to maintain a continuing interest in the arrangements being made in their own countries for the anniversary celebration and containing certain suggestions for action at the national level. The memorandum indicated that it was essentially informative in character and that official requests for participation in the proposed celebration would be communicated by the Director-General through normal channels. It is desirable that this should be done without delay.

5. The Governing Body may therefore think it appropriate to authorise the Director-General to communicate the resolution forthwith to the governments of member States, asking them to transmit it to employers’ and workers’ organisations and drawing special attention to the sixth, seventh and eighth operative paragraphs.

6. Moreover, the fifth operative paragraph of the resolution invites the Governing Body to request the Director-General to seek the co-operation of the United Nations and of international or regional organisations with which the International Labour Organisation has concluded agreements or with which it maintains working relationships, with a view to each such organisation’s including in the agenda of one of its appropriate organs during the anniversary year a review of its co-operation with the I.L.O. and of the scope for further developing such co-operation.

7. The Governing Body may also wish to invite the Director-General to give effect to this request of the Conference immediately and to keep the Governing Body informed of the results of his approaches to the organisations concerned.

8. Further action desirable to implement the resolution can be considered by the 50th Anniversary Committee on the occasion of the 170th Session of the Governing Body.

Resolution concerning the International Covenants on Human Rights and the Measures Which the International Labour Organisation Should Adopt in Regard Thereto

9. This resolution, which was adopted unanimously by the Conference, invites I.L.O. member States to consider early ratification of, or accession to, the international Covenants on human rights and further urges member States to ratify and implement as soon as possible the Conventions in the field of human rights already adopted by the International Labour Conference.

10. In view of the desirability of conveying this appeal to governments well in advance of the beginning of the International Year for Human Rights in 1968, the Governing Body may wish at this stage to authorise the Director-General to communicate the resolution to the governments of member States, and through them to employers’ and workers’ organisations, drawing their particular attention to the first and second operative paragraphs.

11. Further action on the basis of the resolution will be considered by the Governing Body at its 170th Session.

Twenty-first Item on the Agenda: Election of the Officers of the Governing Body for 1967-68

1. At the last sitting of its 169th 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 I**

**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, France 1, 1919-31.
Mr. Ernest Mahaim, Belgium 1, 1931-32.
Sir Atul Chatterjee, India 1, 1932-33.

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*One of the States of chief industrial importance.*

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Mr. C. V. Bramsnaes, Denmark 1, 1933-34.
Mr. Giuseppe de Michelson, Italy 1, 1934-35.
Mr. Walter Riddell, Canada 1, 1935-36.
Mr. Jaromir Nečas, Czechoslovakia 1, 1936-37.
Mr. [later Sir] Frederick Leggett, United Kingdom 1, 1937-38.
Mr. Paal Berg, Norway 1, 1938-39.
Mr. Carter Goodrich, United States 1, 1939-45.
Mr. [later Sir] Guildhaume Myrdin-Evans, United Kingdom 1, 1945-47.
Mr. Luis Alvarado, Peru 1, 1947-48.
Mr. Shamaldhare Lall, India 1, 1948-49.
Mr. Léon-Eli Troclet, Belgium 2, 1950-51.
Mr. Paul Ramadier, France 1, 1951-52.
Mr. Fernando Cisternas, Chile 2, 1952.
Mr. Fernando García Oldini, Chile 1, 1953.
Mr. A. M. Malik, Pakistan 1, 1953-54.
Mr. Roberto Agó, Italy 1, 1954-55.
Mr. Arthur H. Brown, Canada 1, 1955-56.
Sir Guildhaume Myrdin-Evans, United Kingdom 1, 1956-57.
Mr. Emilio Calderón Puig, Mexico 1, 1957-58.
Mr. Júlio A. Barboza-Carneiro, Brazil 1, 1958-59.
Mr. Ernst Michenek, Sweden 1, 1959-60.
Mr. George C. Lodge, United States 1, 1960-61.
Mr. S. T. Merani, India 1, 1961-62.
Mr. Alexandre Parodi, France 1, 1962-63.
Mr. Emilio Calderón Puig, Mexico 1, 1963-64.
Mr. George V. Haythorne, Canada 1, 1964-65.
Mr. Oumar Baba Diarra, Mali 1, 1965-66.
Mr. Morio Aoki, Japan 1, 1966-67.

*Elected State.*
APPENDIX XXII

Twenty-second Item on the Agenda: Date and Place of the 170th Session of the Governing Body

1. In the over-all programme of meetings for the remainder of 1967 which the Governing Body is asked to confirm at its present session, the 170th Session of the Governing Body is provisionally scheduled to be held in Geneva from Monday, 6 November, to Friday, 17 November 1967.

2. In addition to the proposed schedule for the Governing Body and the standing committees, it is proposed that the Working Party on the Programme and Structure of the I.L.O. should meet from Monday, 30 October, to Friday, 3 November, on the understanding that group meetings would be held on Monday, 30 October, and that the Working Party on the Working Capital Fund would meet from Monday, 20 November, to Wednesday, 22 November.

3. The Governing Body is accordingly invited to decide that the Working Party on the Programme and Structure of the I.L.O. shall meet from Monday, 30 October, to Friday, 3 November, Monday, 30 October, being reserved for group meetings; that the standing committees shall meet from Monday, 6 November, to Saturday, 11 November; that the Governing Body itself shall meet from Tuesday, 14 November, to Friday, 17 November; and that the Working Party on the Working Capital Fund shall meet from Monday, 20 November, to Wednesday, 22 November.

4. A draft programme of meetings for the 170th Session of the Governing Body is appended.

ANNEX

DRAFT PROGRAMME OF MEETINGS FOR THE 170TH SESSION OF THE GOVERNING BODY

**Monday, 30 October:**

**Tuesday, 31 October, to Friday, 3 November:**
Working Party on the Programme and Structure of the I.L.O.

**Monday, 6 November:**
10 a.m. and 3 p.m.: Working Party of the Committee on Industrial Committees. Committee on Freedom of Association.

**Tuesday, 7 November:**
10 a.m.: Allocations Committee. Committee on Discrimination. Committee on Operational Programmes.

**Wednesday, 8 November:**
10 a.m. and 3 p.m.: Financial and Administrative Committee.

**Thursday, 9 November:**
10 a.m.: International Organisations Committee. Committee on Operational Programmes. 3 p.m.: International Organisations Committee. Financial and Administrative Committee (if necessary).

**Friday, 10 November:**
10 a.m.: Committee on Industrial Committees. Allocations Committee. 3 p.m.: Committee on Industrial Committees. Allocations Committee. Committee on Standing Orders and the Application of Conventions and Recommendations.

**Saturday, 11 November:**
10 a.m.: Committee on Industrial Committees. Allocations Committee.

**Monday, 13 November:**
10 a.m.: Government group. Employers' group. Workers' group. 3 p.m.: Employers' group. Workers' group. Allocations Committee.

**Tuesday, 14 November:**
10 a.m.: Governing Body. Committee on Operational Programmes. Allocations Committee.

**Wednesday, 15 November, to Friday, 17 November:**
10 a.m. and 3 p.m.: Governing Body.

**Monday, 20 November, to Wednesday, 22 November:**
Alphabetical List of Persons Attending the Session

**Abid Ali, M.P.** (Indian), Workers' representative; President, Rashtriya Mill Mazdoor Sangh, Bombay; Vice-President, Indian National Trade Union Congress.

**Aboualam, Abdelraouf** (United Arab Republic), Government representative; Director, Foreign Labour Relations Department, Ministry of Labour; representative of the Government of the United Arab Republic on the Governing Body.

**Afnan, Mrs. Badia H.** (Iraqi), Adviser, Permanent Mission of Iraq to the United Nations Office at Geneva; accompanying Mr. Kamil Yasseen, Government deputy member.

**Ako, Roberto** (Italian), Government representative; Third Secretary, Permanent Delegation of Turkey to the United Nations Office at Geneva; representative of the Government of Italy on the Governing Body.

**Aksoy, Oktay** (Turkish), Government observer; First Secretary, Permanent Delegation of Turkey to the United Nations Office at Geneva.

**Al-Hilli, Hashim** (Iraqi), Employer deputy member; Managing Director, Iraq Jute Industry Company.

**Al-Wakil, Abdul Razzaq** (Iraqi), Assistant Director-General of Labour; substitute for Mr. Kamil Yasseen, Government representative.

**Amede, Michael** (Ethiopian), Government representative; Assistant Minister of Labour Administration, Ministry of Labour and Wages Committee of the Council of Ministers of the U.S.S.R.; accompanying Mr. Goroshkin, Government representative.

**Andriantsitohaina, Daniel** (Malagasy Republic), Employers' representative; Vice-President, Confederation of Trade Unions of Economic Interest.

**Aoki, Morio** (Japanese), Government representative; Ambassador Extraordinary and Plenipotentiary; Permanent Delegate of Japan to the international organisations at Geneva; substitute for Mr. Haythorne, Government representative.

**Aragayá, Ignacio** (Venezuelan), Third Secretary, Permanent Delegation of Venezuela to the United Nations Office and the international organisations at Geneva; accompanying Mr. Ramirez MacGregor, Government representative.

**Aslanyan, Racha Grantovich** (U.S.S.R.), Chief of Service, International Relations Section, State Labour and Wages Committee of the Council of Ministers of the U.S.S.R.; accompanying Mr. Goroshkin, Government representative.

**Åström, Lars-Ake** (Swedish), Government deputy member; Under-Secretary of State, Ministry of Health and Social Affairs; representative of the Government of Sweden on the Governing Body.

**Azimi, Sadegh** (Iranian), Government observer; Minister-Counsellor, Permanent Delegation of Iran accredited to the United Nations Office at Geneva.

**Bakonyi-Serestyén, Endre** (Hungarian), Government representative; Ambassador; Permanent Representative of the Hungarian People's Republic to the United Nations Office at Geneva; representative of the Hungarian Government on the Governing Body.

**Barnett, Miss J. H.** (Australian), First Secretary, Permanent Mission of Australia to the United Nations Office at Geneva; substitute for Mr. Hill, Government deputy member.

**Bastid, Auguste** (Ivory Coast), Employer deputy member; Vice-President, Ivory Coast Interoccupational Association (A.I.C.I.).

**Becerra, E.** (Canadian), Adviser on Government liaison; accompanying Mr. Natale, representing the Intergovernmental Committee for European Migration.

**Beermann, Hermann** (Federal Republic of Germany), Workers' representative; Vice-President, German Confederation of Trade Unions (D.G.B.).

**Beeley, J. Allan** (Canadian), Counsellor, Permanent Mission of Canada to the United Nations Office at Geneva and Consul at Geneva; accompanying Mr. Fletcher, Government representative.

**Bengtsson, Ingemund, M.P.** (Swedish), substitute for Mr. Åström, Government deputy member.

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

**Bhatty, M. A., P.F.S.** (Pakistani), Acting Permanent Representative of Pakistan to the United Nations Office at Geneva; substitute for Mr. Power, Government deputy member.

**Bidart de Lópeiz, Mrs. Maria Elena** (Uruguayan), Counsellor, Permanent Delegation of Uruguay to the United Nations Office and other international organisations at Geneva; substitute representative of the Government of Uruguay on the Governing Body.

**Boglietti, Giuseppe**, observer representing the World Federation of Trade Unions (W.F.T.U.); Permanent Representative in Geneva of the W.F.T.U.

**de Bois, Mrs. W. J. E.**, United Nations Office at Geneva; accompanying Mr. Fletcher, representing the United Nations.

**Bolin, Bertil** (Swedish), Workers' representative; Director for International Affairs, Swedish Confederation of Trade Unions.

**Borha, L.** (Nigerian), Workers' representative; General Secretary, United Labour Congress.

**Borisov, Vasily Leonidovich** (U.S.S.R.), Adviser, Ministry of Foreign Affairs; substitute for Mr. Goroshkin, Government representative.

**Borschchevsky, Edouard Yosifovich** (Byelorussian), First Secretary, Permanent Mission of the Byelorussian Soviet Socialist Republic to the United Nations Office and the international organisations at Geneva; substitute for Mr. Sheldov, Government deputy member.
BOSON, Marcel, observer representing the International Co-operative Alliance.

BRILLANTES, Hortencio J. (Philippine), Government representative; Ambassador; Acting Chargé d’Affaires of the Philippines Mission to the United Nations Office and other international organisations at Geneva.

CHANDRASEKHARAN, P. H., Assistant to the Secretary-General of the International Organisation of Employers (I.O.E.); accompanying Mr. Lagasse, observer representing the I.O.E.

CHENG Pao-nan (Chinese), Government representative; First Secretary, Permanent Mission to the United Nations Office and the specialised agencies at Geneva.


COLLISON, Lord, C.B.E. (United Kingdom), Workers’ representative; Vice-Chairman of the General Council of the Trades Union Congress; General Secretary, National Union of Agricultural Workers.

COPPO, Dionigi (Italian), Worker deputy member; Deputy General Secretary, Italian Confederation of Workers’ Unions.

CORDERO CEBALLOS, José (Venezuelan), First Secretary, Permanent Delegation of Venezuela to the United Nations Office and the international organisations at Geneva; accompanying Mr. Ramirez MacGregor, Government representative.

COTTAFAVI, Luigi (Italian), Legation Counsellor, Ministry of Foreign Affairs; accompanying Mr. Ago, Government representative.

CUBILLOS, Hugo (Chilean), Deputy Permanent Representative of Chile to the United Nations Office and the international organisations at Geneva; substitute for Mr. Huidobro, Government representative.

CUMPLIDO, Fanor (Brazilian), Government observer; Minister (Commerce), Permanent Delegation of Brazil to the United Nations Office and the international organisations at Geneva.

DALL, Mrs. Stina (Swedish), accompanying Mr. Bergenström, Employers’ representative.

DANIS, Jean, representative of the High Authority of the European Coal and Steel Community; Principal Administrator; Secretary, Directorate-General for Questions of Labour, Rationalisation and Reconversion.

DAVIS, M. A. E. (Sierra Leone), Government representative; Commissioner of Labour, Ministry of Lands, Mines and Labour; representative of the Government of Sierra Leone on the Governing Body.

DE BOCK, Nathalís (Belgian), Worker deputy member; National Secretary, Belgian General Federation of Labour (F.G.T.B.).

DELWART, Louis O., Deputy Director, European Office, Organisation of American States (O.A.S.); accompanying Mr. Migone, representing the O.A.S.

DESMaison, Alejandro (Peruvian), Employer deputy member; General Adviser, National Federation of Industries.

DIOP, Abdou Rahmán (Senegalese), Government representative; Minister of the Civil Service and Labour; representative of the Government of Senegal on the Governing Body.

DUMONT, Alberto F. (Argentine), Counsellor, Permanent Mission of the Argentine Republic accredited to the international organisations at Geneva; accompanying Mrs. Zaefferer de Govyeneche, Government representative.

EGGERSMANN, Georges, observer representing the International Federation of Christian Trade Unions (I.F.C.T.U.); Permanent Representative in Geneva of the I.F.C.T.U.

EL-ASHEMAWI, Abdel Wabab, representative of the League of Arab States; Counsellor; Deputy Director of the Social and Labour Department.

ENCINAS DEL PANDO, José Antonio (Peruvian), Government deputy member; Ambassador; Permanent Representative of Peru accredited to the international organisations at Geneva.

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

ETCHATS, Raymond P., representative in Europe of the United Nations Development Programme.

EVERLÖF, Hans (Swedish), First Secretary, Permanent Mission of Sweden to the international organisations at Geneva; substitute for Mr. Åström, Government deputy member.

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


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

FEDDELE, C. R., representative of the World Health Organisation; Chief, External Relations.

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

FISHBURN, John T. (United States), Labor Attaché, United States Mission, Geneva; accompanying Mr. Weaver, Government representative.

FLETCHER, H. Granville, representative of the United Nations; External Relations Officer, United Nations Office at Geneva.

FOGAM, Gabriel B. (Cameroonian), Worker deputy member; General Secretary, Western Cameroon Trade Union Congress.

GARCIA MARTINEZ, F., Assistant to the Secretary-General of the International Organisation of Employers (I.O.E.); accompanying Mr. Lagasse, observer representing the I.O.E.

GEOGRIT, Henri (Niger), Employers’ representative; Vice-President, Employers’ Association for Undertakings and Industries of Niger.

GHALI, Mohamed (Tunisian), Employer deputy member; Managing Director, Manouba Tanneries; member of the Executive Board and External Relations Officer, Tunisian Confederation of Industry, Commerce and Handicrafts (U.T.I.C.A.).

GHAYOUS, Massoud (Iranian), Employer deputy member; member of the Governing Board and of the Executive Committee, Elective General Secretary, Iran Chamber of Mines and Industries; member of the Higher Labour Council.
Gilbert, John R. (United States), I.L.O. Staff Adviser, Chamber of Commerce of the United States; substitute for Mr. Neilan, Employers' representative.

Gonzales Blanco, Diego (Brazilian), Employer deputy member.

González Navarro, José, M.P., (Venezuelan), Worker deputy member; President, Venezuelan Confederation of Workers.

Gopinath, P. (Indian), Second Secretary, Permanent Mission of India accredited to the United Nations Office at Geneva; substitute for Mr. Mathew, Government representative.


Grits, B. (Italian), Chief Inspector, Ministry of Labour and Social Welfare; accompanying Mr. Agò, Government representative.


Hammar, Hans (Swedish), International Secretary, Swedish Employers' Confederation; accompanying Mr. Bergström, Employers' representative.

Haraguchi, Yukitaka (Japanese), Workers' representative; President, Federation of All-Japan Metal Mine Labour Unions.

Hauck, Henry (French), Counsellor of State; substitute representative of the Government of France on the Governing Body.

Haythorne, George V. (Canadian), Government representative; Deputy Minister of Labour; representative of the Government of Canada on the Governing Body.

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

Heyer, Albert, observer representing the International Confederation of Free Trade Unions (I.C.F.T.U.); Director, Geneva Office of the I.C.F.T.U.; Secretary of the Workers' group.


Houzer, L. (Canadian), First Secretary, Permanent Mission of Canada to the United Nations Office at Geneva; accompanying Mr. Haythorne, Government representative.

Huidobro, Ramón (Chilean), Government representative; Minister; Permanent Representative of Chile to the United Nations Office and the international organisations at Geneva.

Ilcić, Streten (Yugoslav), Senior Counsellor, Secretariat of State for Foreign Affairs; substitute for Mr. Tabor, Government representative.

Ilcić, Miss Zagorka (Yugoslav), Second Secretary, Permanent Mission of the Socialist Federal Republic of Yugoslavia accredited to the United Nations Office at Geneva; accompanying Mr. Tabor, Government representative.

Inocentes, Raoul M. (Philippine), Government representative; Under-Secretary, Department of Labor; representative of the Government of the Philippines on the Governing Body.

Jachek, Otto (Czechoslovak), First Secretary, Permanent Mission of the Czechoslovak Socialist Republic to the United Nations Office at Geneva; accompanying Mr. Pavlík, Government observer.

James, A. W. D. (United Kingdom), Principal, Ministry of Labour; accompanying Mr. Morgan, Government representative.

Jones, Edgar, representative in Europe of the International Monetary Fund; Director, Geneva Office.

Kadi, Jacques (Chad), Government deputy member; Deputy Director of Labour; Director, Manpower Board.

Kamal Yasseen, Mustafa (Iraqi), Government representative; Ambassador; Permanent Representative of Iraq to the United Nations Office at Geneva.

Kanaev, Georgy Eliseevich (U.S.S.R.), Assistant Secretary, All-Union Central Council of Trade Unions; accompanying Mr. Pimenov, Workers' representative.

Kane, Elimane (Mauritanian), Worker deputy member; Deputy General Secretary of the Mauritanian Workers' Union (U.T.M.); General Secretary of the National Teachers' Union of Mauritania (S.N.E.M.).

Kary, Abdel Hossein Mohammad (Iranian), Director of International Relations, Ministry of Labour and Social Affairs; accompanying Mr. Azimi, Government observer.

Khouri, Gabriel (Lebanese), Worker deputy member; President, Lebanese Federation of United Trade Unions.


Kocsis, Vilmos (Hungarian), Adviser, Ministry of Foreign Affairs; accompanying Mr. Bakonyi-Sebestyén, Government representative.

Kunogi, Yukiyoshi (Japanese), Counsellor, Permanent Delegation of Japan to the international organisations at Geneva; accompanying Mr. Aoki, Government representative.

Lagasse, Raphaël, observer representing the International Organisation of Employers (I.O.E.); Secretary-General of the I.O.E.; Secretary of the Employers' group.

Larrain, Luis (Chilean), Secretary of Embassy, Permanent Mission of Chile to the United Nations Office and the international organisations at Geneva; substitute for Mr. Huidobro, Government representative.

Lawyer, John E. (United States), Director, Office of International Organizations, Bureau of International Labor Affairs, Department of Labor; substitute for Mr. Weaver, Government representative.

Lee Yan (Chinese), Third Secretary, Permanent Mission of the Republic of China to the United Nations Office and other international organisations at Geneva; accompanying Mr. Cheng Pao-nan, Government representative.


Lennyuyvuch-Comnène, Michel (French), Secretary of Embassy; First Secretary, Permanent Mission of France accredited to the United Nations Office at Geneva; accompanying Mr. Parodi, Government representative.
LINDBERG, Ingemar (Swedish), Secretary, Swedish I.L.O. Committee; accompanying Mr. Aström, Government deputy member.

LÓPEZ GUEVARA, Luis (Colombian), Counsellor, Permanent Delegation of Colombia accredited to the United Nations Office at Geneva; substitute for Mr. Oviedo, Government representative.

LÓPEZ-ORTEGA, Miss María de los Ángeles (Mexican), Second Secretary, Permanent Delegation of Mexico to the United Nations Office and the international organisations at Geneva; substitute for Mr. de Santiago López, Government deputy member.

LÖW, Werner (Federal Republic of Germany), Adviser, German Confederation of Employers’ Associations; accompanying Mr. Erdmann, Employers’ representative.

LUNSINGH MEIJER, Miss A. F. W. (Netherlands), Government observer; Deputy Permanent Representative of the Netherlands accredited to the United Nations Office and the international organisations at Geneva.

MAGARIÑOS DE MELLO, Mateo J. (Uruguayan), Government deputy member; Ambassador; Permanent Representative of Uruguay to the United Nations Office and other international organisations at Geneva; representative of the Government of Uruguay on the Governing Body.


MAINWARING, John (Canadian), Director, International Labour Affairs Branch, Department of Labour; substitute for Mr. Haythorne, Government representative.

MALIKOV, Aleksandr Sergeevich (U.S.S.R.), First Secretary, International Economic Organisations Section, Ministry of Foreign Affairs; accompanying Mr. Goroshkin, Government representative.

MANICKAVASAGAM, V. (Malaysian), Government representative; Minister of Labour.

MATHEW, P. C. (Indian), Government representative; Secretary to the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment).

MERCADO, J. R. (Colombian), Worker deputy member; President, Confederation of Colombian Workers (C.T.C.).

DE MERMIS, Guy (Canadian), Labour Attaché, Canadian Embassy, Brussels; accompanying Mr. Haythorne, Government representative.

MERMILLOD, Louis (French), Chief, Liaison Service of the National Council of French Employers with the I.L.O.; substitute for Mr. Waline, Employers’ representative.

MIGONE, Raúl C., representative of the Organisation of American States (O.A.S.), Director, European Office of the O.A.S.

MIKOLEIT, Alfred (Federal Republic of Germany), Senior Counsellor, Federal Ministry of Labour and Social Affairs; accompanying Mr. Haenlein, Government representative.

MILLER, Cecil Charles Dudley (United Kingdom), Head of the International Labour Department, Confederation of British Industry; substitute for Sir George Pollock, Employers’ representative.

MITRAN, Costel (Rumanian), Government observer; Second Secretary, Permanent Mission of the Socialist Republic of Rumania accredited to the United Nations Office at Geneva.

MOCHI-ONORI, Manuzio (Italian), General Confederation of Italian Industry; accompanying Mr. Salvi, Employers’ representative.

MOHAMED SIDEK-bin Ta’at (Malaysian), Regional Industrial Officer, Central Region, West Malaysia; substitute for Mr. Manickavasagam, Government representative.

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

MONT'T BALMACEDA, Manuel (Chilean), Employer deputy member; Chief, Legal Department, Manufacturing Development Company.

MORGAN, A. M., C.M.G. (United Kingdom), Government representative; Under-Secretary, Ministry of Labour; substitute representative of the United Kingdom Government on the Governing Body.

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

MORRIS, Joseph (Canadian), Workers’ representative; Executive Vice-President, Canadian Labour Congress.

NAGY, Jenő (Hungarian), First Secretary; Deputy Permanent Representative of the Hungarian People’s Republic to the United Nations Office at Geneva; substitute for Mr. Bakonyi-Sebestyén, Government representative.

NAKAMURA, Junichi (Japanese), Second Secretary, Permanent Delegation of Japan to the international organisations at Geneva; accompanying Mr. Aoki, Government representative.

NATALE, A. G., representative of the Intergovernmental Committee for European Migration; Chairman, Liaison Planning Group.

NEILAN, Edwin P. (United States), Employers’ representative; President and Chairman of the Board, Bank of Delaware.

NICOLAS, Pierre, representative of the European Economic Community; Head of the Permanent Delegation of the European Commission in Geneva.

NOGUEIRA FILHO, José (Brazilian), Secretary of Embassy, Permanent Delegation of Brazil to the United Nations Office and the international organisations at Geneva; accompanying Mr. Cumplido, Government observer.

OBIMBO, J. H. I. (Kenyan), Government deputy member; Senior Labour Officer, Ministry of Labour; substitute representative of the Government of Kenya on the Governing Body.

O’CARROLL, T. (Irish), Government observer; Secretary-General, Department of Labour.

OECHSLIN, J. J., Assistant to the Secretary-General of the International Organisation of Employers (I.O.E.); accompanying Mr. Lagasse, observer representing the I.O.E.

OFURUM, H. M. (Nigerian), Employers’ representative; Head, Industrial Relations, Shell-BP Petroleum Development Company of Nigeria Ltd.

OVIEDO, Antonio (Colombian), Government representative; Ambassador; Permanent delegate of Colombia accredited to the United Nations Office at Geneva; representative of the Government of Colombia on the Governing Body.

PACHACHI, Talal (Iraqi), Third Secretary, Permanent Mission of Iraq to the United Nations Office at Geneva; accompanying Mr. Kamil Yasseen, Government representative.
PANIKKAR, K. B., Deputy Permanent Representative in Geneva, World Federation of Trade Unions (W.F.T.U.); accompanying Mr. Boglietti, observer representing the W.F.T.U.

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

PAVLÍK, Přibylav (Czechoslovak), Government observer; Envoy Extraordinary and Minister Plenipotentiary; Permanent Representative of the Czechoslovak Socialist Republic accredited to the United Nations Office at Geneva.

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

PHIRI, David Abel Ray (Zambian), Employer deputy member; Director, Anglo-American Corporation (Central Africa) Ltd.

PIMENOV, Pyotr Timofeevich (U.S.S.R.), Workers' representative; Secretary, All-Union Central Council of Trade Unions.

POLLOCK, Sir George, Queen's Counsel (United Kingdom), Employers' representative; Senior Consultant on International Labour Matters, Confederation of British Industry.

POWDER, D. Khalid, Secretary, Ministry of Health, Labour and Social Welfare.

PURPUR, 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 F. (Canadian), Ambassador; Permanent Representative of Canada to the United Nations Office at Geneva; substitute for Mr. Haythorne, Government representative.

RAMÍREZ MACGREGOR, Carlos (Venezuelan), Government representative; Ambassador; Permanent Delegate of Venezuela to the United Nations Office and the international organisations at Geneva.

RASOLO, Fidèle Timon (Malagasy Republic), Worker deputy member; Technical Adviser to the Regional Union of the F.M.M. Association.

REJKOUAK, Hassan (Moroccan), Government deputy member; Chief of the Cabinet of the Minister of Labour and Social Affairs, responsible for international relations; representative of the Government of Morocco on the Governing Body.

RENAUD, W. L. (Netherlands), Director, Central Social Federation of Employers; accompanying Mr. Fennema, Employer deputy member.

RENAULT, Miss G. (French), accompanying Mr. Waline, Employers' representative.


RIBEIRO, Jorge Carlos (Brazilian), Secretary of Embassy, Permanent Delegation of Brazil to the United Nations Office and the international organisations at Geneva; accompanying Mr. Cumplido, Government observer.

RIFAAT, Mohamed Ali (United Arab Republic), Employer deputy member; Director of the Board of Directors of the Tobacco and Cigarettes Industry, Federation of Industries.

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


SALVI, Francesco Maria (Italian), Employers' representative; Member of the Board, General Confederation of Italian Industry.

SÁNCHEZ MADARIAGA, Alfonso (Mexican), Worker deputy member; Relations Secretary, Mexican Confederation of Workers.

DE SANTIAGO LÓPEZ, Ernesto (Mexican), Government deputy member; Ambassador; Permanent Delegate of Mexico to the United Nations Office and the international organisations at Geneva; representative of the Mexican Government on the Governing Body.

SCHLOTTFELDT, Walter (Federal Republic of Germany), Chief, International Social Policy Division, German Confederation of Employers' Associations; substitute for Mr. Erdmann, Employers' representative.

SHELDON, A. N. (Byelorussian), Government deputy member; Deputy Minister of Foreign Affairs.

SHITA, Salem, M.P. (Libyan), Worker deputy member; General Secretary, National Federation of Trade Unions.

SIDIBÉ, Souleymane (Senegalese), Technical Counsellor, Office of the President of the Republic; substitute representative of the Government of Senegal on the Governing Body.

SOBELS, P., representative of the General Agreement on Tariffs and Trade; Chief, Administrative and Financial Division.

SOLARI SWAYNE, Felipe (Peruvian), First Secretary, Permanent Delegation of Peru to the international organisations at Geneva; substitute for Mr. Encinas del Pando, Government deputy member.

SOLÓRZANO CALDERÓN, Manuel E. (Venezuelan), Minister, Permanent Delegation of Venezuela to the United Nations Office and the international organisations at Geneva; substitute for Mr. Ramírez MacGregor, Government representative.

SOUR, Fadil H., representative of the Council of Europe; Director, Economic and Social Affairs.

TÁBOR, Rafael (Yugoslav), Government representative; Director, Federal Manpower Bureau.

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

THOMAS, Fritz (Federal Republic of Germany), Ministerial Counsellor, Federal Ministry of Labour and Social Affairs; substitute for Mr. Haelein, Government representative.

THONDAMAN, S., M.P. (Ceylonese), Worker deputy member; President, Ceylon Workers' Congress.

URRUTIA, Gustavo Alberto (Argentine), Secretary, Permanent Mission of the Argentine Republic accredited to the international organisations at Geneva; substitute for Mrs. Zaefifer de Goyeneche, Government representative.

WACHOB, James R. (United States), Second Secretary, Permanent Mission of the United States at Geneva; accompanying Mr. Weaver, Government representative.
WAJID ALI, H.Q.A. (Pakistani), Employers' representative; President, Employers' Association of West Pakistan.

WALINE, Pierre (French), Employers' representative; Member of the Governing Board, National Council of French Employers; Vice-Chairman of the Governing Body.

WALSH, M. (United Kingdom), accompanying Lord Collison, Workers' representative.

WEAVER, George L.-P. (United States), Government representative; Assistant Secretary of Labor for International Affairs; representative of the United States Government on the Governing Body.

WEEMAES, W. E. (Australian), Third Secretary, Permanent Mission of Australia to the United Nations Office at Geneva; substitute for Mr. Hill, Government deputy member.

WEISSENBERG, Gerhard (Austrian), Worker deputy member; Counsellor for Social Policy, Austrian Federation of Trade Unions.

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

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ZAEFFERER DE GOYENECHE, Mrs. Ana M. (Argentine), Government representative; Ambassador; Permanent Representative of the Argentine Republic to the international organisations at Geneva.

ZEMMOURI, Hassan (Moroccan), Employer deputy member; General Secretary, Moroccan Federation of Chambers of Commerce and Industry.
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