INTERNATIONAL LABOUR OFFICE

MINUTES

OF THE

171ST SESSION

OF

THE GOVERNING BODY

GENEVA, 27 FEBRUARY - 1 MARCH 1968
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- Meeting of Experts on Programming of Pre-Vocational Training Schemes
- Joint U.N./I.L.O. Meeting of Experts on Youth Services
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- Meeting on Conditions of Work in the Inland Water Transport Industry
- Joint I.L.O./F.A.O./I.M.C.O. Meeting of Consultants on Safety of Fishing Vessels

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of the International Labour Office

MINUTES OF THE 171st SESSION

The 171st Session of the Governing Body of the International Labour Office was held in Geneva from Tuesday, 27 February, to Friday, 1 March 1968.

The Governing Body was composed as follows:

Chairman: Mr. Ago.

Government group:
Argentina: Mrs. Zaefferer de Goyeneche.
Cameroon: Mr. Mbonjo-Ejangue.
Canada: Mr. Haythorne.
Chile: Mr. Besa Lyon.
China: Mr. Lee Yen-ping.
Colombia: Mr. López Guevara.
Ethiopia: Mr. Amede.
France: Mr. Parodi.
Federal Republic of Germany: Mr. Haenlein.
Hungary: Mr. Bakonyi-Sebestyén.
India: Mr. Mathew.
Iraq: Mr. Yasseen.
Italy: Mr. Pordura.
Japan: Mr. Okabe.
Malaysia: Mr. Cassim.
Philippines: Mr. Alejandrino.
Senegal: Mr. Sidibé.
United Arab Republic: Mr. Abualam.
United Kingdom: Mr. Marre.
United States: Mr. Weaver.
Venezuela: Mr. Bruni Celli.
Yugoslavia: Mr. Tabor.

Employers' group:
Mr. Andriantsitohaina.
Mr. Bergenström.
Mr. Ermann.
Mr. Ermann.
Mr. Nasr.
Mr. Neilan.
Sir George Pollock.
Mr. Salvi.
Mr. Végh Garzón.
Mr. Wajid Ali.
Mr. Waline.
Mr. Yllanes Ramos.

Workers' group:
Mr. Abid Ali.
Mr. Beermann.
Mr. Bolin.
Lord Collison.
Mr. Coppo.
Mr. Ben Ezzedine.
Mr. Faupl.
Mr. Haraguchi.
Mr. Kane.

Mr. Möri.
Mr. Morris.
Mr. Shita.

The following regular members were absent:

Government group:
Sierra Leone.

Employers' group:
Mr. Martínez-Espino O.
Mr. Ofurum.
Mr. Tata.

Workers' group:
Mr. Borha.
Mr. Monk.
Mr. Pimenov.

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

Government group:
Australia: Mr. Hill.
Byelorussia: Mr. Sheldov.
Kenya: Mr. Mbatu.
Mexico: Mr. de Santiago López.
Morocco: Mr. Benaiissa.
Pakistan: Mr. Bukhari.
Peru: Mr. Solari Swayne.
Sweden: Mr. Aström.
Uruguay: Mr. Gros Espiell.

Employers' group:
Mr. Ghayour.
Mr. Fenemera.
Mr. Ghali.
Mr. Phiri.
Mr. Gonzales Blanco.
Mr. Bastid.
Mr. Ferrier.
Mr. Montt Balmaceda.
Mr. Rifaat.
Mr. Verschueren.

Workers' group:
Mr. De Bock.
Mr. Hernandez.
Mr. Weissenberg.
Mr. Solomon.
Mr. Thondaman.
Mr. Zaidi.
Mr. Rasolo.
The following deputy members were absent:

Government group:

Chad.

Employers’ group:

Mr. Bannerman-Menson,
Mr. Robinson.

Workers’ group:

Mr. Becker,
Mr. González Navarro,
Mr. Khoury,
Mr. Mercado,
Mr. Sánchez Madariaga.

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

Algeria: Mr. Rodesly.
Belgium: Mr. Denys.
Brazil: Mr. Soares de Oliveira.
Bulgaria: Mr. Stamboliev.
Czechoslovakia: Mr. Pavlík.
Ecuador: Mr. Veintimilla Ramírez.
Iran: Mr. Azimi.
Netherlands: Mr. Pellinkhof.
New Zealand: Mr. Thorp.
Poland: Mr. Dabrowa.
Romania: Mr. Mitran.
Switzerland: Mr. Grever.
Turkey: Mr. Shirman.

The following were also present:

Mr. Morse, Director-General of the International Labour Office.
Mr. Jenks, Principal Deputy Director-General.
Mr. Ammar, Deputy Director-General.
Mr. Blanchard, Deputy Director-General.
Mr. Yalden-Thomson, 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.
Food and Agriculture Organisation of the United Nations: Mr. Delalande.
World Health Organisation: Mr. Bell.
General Agreement on Tariffs and Trade: Mr. Sobels.
Organisation of American States: Mr. Migone.
Council of Europe: Mr. Caro.
Commission of the European Communities: Mr. Doerr.
Intergovernmental Committee for European Migration: Mr. Natale.
League of Arab States: Mr. Hetata.

Representatives of international non-governmental organisations:

International Confederation of Free Trade Unions: Mr. Héyer.
International Federation of Christian Trade Unions: Mr. Eggermann.

International Organisation of Employers: Mr. Lagasse.
World Federation of Trade Unions: Mr. Boglietti.

Substitutes and advisers:

Mr. Aguillon, accompanying Mr. Alejandrino.
Mr. Al-Wakil, substitute for Mr. Yasseen.
Mr. Aponte, substitute for Mr. Bruni Celli.
Mr. Aslanyan, accompanying Mrs. Mironova.
Miss Barnett, substitute for Mr. Hill.
Mr. Beniztouni, accompanying Mr. Rodesly.
Mrs. Bidart de López, substitute for Mr. Gros Espiell.
Mrs. de Bongos, accompanying Mr. Fletcher.
Mr. Bordadyn, accompanying Mrs. Mironova.
Mr. Borisov, substitute for Mrs. Mironova.
Mr. Borschchevsky, substitute for Mr. Sheldov.
Mr. Bourras, accompanying Mr. Parodi.
Mr. Cárdenas Rodríguez, substitute for Mr. de Santiago-López.
Mr. Carrasco, substitute for Mrs. Besa Lyon.
Mr. Chandrasekharan, accompanying Mr. Lagasse.
Mr. Corbeil, accompanying Mr. Haythorne.
Mr. Cordero Ceballos, accompanying Mr. Bruni Celli.
Mr. Cotta-favi, accompanying Mr. Ago.
Mrs. Dall, accompanying Mr. Bergenström.
Mr. Delisle, substitute for Mr. Haythorne.
Mr. Delwart, accompanying Mr. Migone.
Mr. Dumont, substitute for Mrs. Zaefferer de Goyeneche.
Mr. Duquesne, accompanying Mr. Doerr.
Mr. Easton, accompanying Mr. Marre.
Mr. Eonggalame, substitute for Mr. Mbonjo-Ejagne.
Mr. El Fassi, accompanying Mr. Benaisa.
Mr. Elliman, accompanying Mr. Weaver.
Mr. Ewerlöf, substitute for Mr. Åström.
Mr. Fahim, substitute for Mr. Abualam.
Mr. Fall, accompanying Mr. Marre.
Mr. Fishburn, accompanying Mr. Weaver.
Mr. Fissenko, accompanying Mr. Fletcher.
Mrs. Gallo de Muller, substitute for Mr. Besa Lyon.
Mr. García Martínez, accompanying Mr. Lagasse.
Mr. Gerbov, accompanying Mrs. Mironova.
Mr. Ghali, accompanying Mr. Yasseen.
Mr. Gilbert, substitute for Mr. Neilan.
Mr. Goosse, accompanying Mr. Heyer.
Miss Green, accompanying Mr. Marre.
Mr. Grita, accompanying Mr. Ago.
Mr. Guillel, accompanying Mr. Solari Stone.
Mr. Hammar, accompanying Mr. Bergenström.
Mr. Heppling, accompanying Mr. Åström.
Mr. Horányi, substitute for Mr. Bakonyi-Sebestyén.
Miss Ilič, substitute for Mr. Tabor.
Mr. Jachek, accompanying Mr. Pavlík.
Mr. James, accompanying Mr. Marre.
Mr. Judd, accompanying Mr. Thorp.
Mr. Juvgny, substitute for Mr. Parodi.
Mr. Kaghat, substitute for Mr. Benaisa.
Miss Knight, accompanying Mr. Sadry.
Mr. Kobusko, accompanying Mrs. Mironova.
Mr. Kocsis, accompanying Mr. Bakonyi-Sebestyén.
Mr. Krishnan, substitute for Mr. Mathew.
Mr. Kunogi, substitute for Mr. Okabe.
Mr. Lagergren, accompanying Mr. Åström.
Mr. Larraín, substitute for Mr. Besa Lyon.
Mr. LARRUE, substitute for Mr. PARODI.
Mr. LAWYER, substitute for Mr. WEAVER.
Mr. LEE Yan, accompanying Mr. Lee Yen-ping.
Mr. LINDBERG, accompanying Mr. ÅSTRÖM.
Miss López Ortega, substitute for Mr. de SANTIAGO-LÓPEZ.
Miss LUNSINGH MEIJER, accompanying Mr. PELLINKHOF.
Mr. McKINNON, accompanying Mr. HAYTHORNE.
Mr. MAIER, accompanying Mr. HEYER.
Mr. MAINWARING, substitute for Mr. HAYTHORNE.
Mr. MASELLI, accompanying Mr. NATALE.
Mr. MEHTA, accompanying Mr. Mathew.
Mr. de MERLIS, accompanying Mr. HAYTHORNE.
Mr. MERMILLOD, substitute for Mr. WALINE.
Mr. MIKOLEIT, accompanying Mr. HAENLEIN.
Mr. MILLER, substitute for Sir George POLLOCK.
Mr. MILLER, accompanying Mr. MARRE.
Mr. MOCHI-ONORI, accompanying Mr. SALVI.
Mr. MORGAN, substitute for Mr. MARRE.
Mr. NAGY, accompanying Mr. BAKONYI-SEBESTYÉN.
Mr. NÁJERA, accompanying Mr. VEINTIMILLA RAMÍREZ.
Mr. NAKAMURA, substitute for Mr. OKABE.
Mr. OECHSLIN, accompanying Mr. LAGASSE.
Mr. PACHACHI, accompanying Mr. YASSEEN.
Mr. PAVEC, accompanying Mr. PARODI.
Mr. PERSONS, accompanying Mr. WEAVER.
Mr. PHILBERT, accompanying Mr. PARODI.
Mr. PIACITELLI, accompanying Mr. ABO.
Mr. RANA, accompanying Mr. Mathew.
Mr. REKIŐUAK, substitute for Mr. BENAISSA.
Mr. RENAUD, accompanying Mr. FENNEMA.
Miss Renault, accompanying Mr. WALINE.
Miss Reyes, substitute for Mr. ALEJANDRINO.
Mr. SAVOUILAN, accompanying Mr. DOERR.
Mr. SCHLOTFELDT, substitute for Mr. ERDMANN.
Miss Simbolotti, accompanying Mr. ABO.
Mr. Thomas, substitute for Mr. HAENLEIN.
Mr. Urrutia, substitute for Mrs. ZAEFFERER DE Goyeneche.
Mr. Varga Perke, accompanying Mr. BAKONYI-SEBESTYÉN.
Mr. WACHOB, accompanying Mr. WEAVER.
Mr. WALSH, accompanying Lord COLLISON.
Mr. WEEMAES, substitute for Mr. Hill.
Mr. Zdanovich, substitute for Mr. SHELDOV.
MINUTES OF THE FIRST SITTING

(Tuesday, 27 February 1968—10.15 a.m.)

The Governing Body was composed as follows:

CHAIRMAN: Mr. Agó.

Mr. Abid Ali, Mr. Abualam, Mr. Alejandro, Mr. Al Whahl, Mr. Amede, Mr. Andrianontohaina, Mr. Bakomby-Sebestény, Mr. Beerma, Mr. Bergensström, Mr. Besa Lyon (replaced during part of the sitting by Mr. Carrasco), Mr. Bolín, Mr. Bruní Celli, Mr. Cassim, Lord Collison, Mr. De Bock, Mr. Dumont, Mr. Erdmann, Mr. en Ezedine, Mr. Faupl, Mr. Fennema, Mr. Georgi, Mr. Hænel, Mr. Haraguchi, Mr. Haytkorne, Mr. Hernandez, Mr. Kane, Mr. Lee Yin-ping, Mr. López Guevara, Mr. Marre (replaced during part of the sitting by Mr. Morgan), Mr. Mathieu, Mr. Mbonjo-Ejangue, Mrs. Mironova (replaced during part of the sitting by Mr. Borisov), Mr. Möri, Mr. Morris, Mr. Nasr, Mr. Netlan, Mr. Okabe, Mr. Parodi, Sir George Pollock, Mr. Purpura, Mr. Salvi, Mr. Sidibé, Mr. Tabor, Mr. Végh Garzón, Mr. Waline, Mr. Weaver, Mr. Yllanes Ramos.

Absent: Mr. Davies.

OPENING OF THE SESSION

The Chairman welcomed those present, particularly Mr. Cassim of Malaysia and Mr. Alejandro of the Philippines, who were attending for the first time, and Mr. Bruní Celli, who had returned to the Governing Body as representative of the Government of Venezuela.

FIRST ITEM ON THE AGENDA: APPROVAL OF THE MINUTES OF THE 170TH SESSION

The Governing Body approved the minutes of the 170th Session.

SECOND ITEM ON THE AGENDA: REPORT OF THE MEETING OF CONSULTANTS ON YOUNG WORKERS’ PROBLEMS (Geneva, 10-18 October 1967)

Mr. Morgan, expressing his appreciation of the chairmanship of Mr. J. H. Galbraith, the United Kingdom consultant and a colleague at the Ministry of Labour, as Chairman and Reporter of the Meeting, congratulated it on having made a thorough and useful study of the urgent and difficult problems posed by young workers. He endorsed the proposal in paragraph 53 regarding the activities of the 4-H/4-K clubs and expressed his appreciation of the fact that one of the consultants, Mr. Okabe, had returned to attend for the first time, and Mr. Parodi, Sir George Pollock, Mr. Purpura, Mr. Salvi, Mr. Sidibé, Mr. Tabor, Mr. Végh Garzón, Mr. Waline, Mr. Weaver, Mr. Yllanes Ramos.

It was difficult to agree with the suggestion in paragraph 80 that industrialisation was the key to the future of youth. Simultaneous rural and industrial development was essential if developing countries were to emerge from their present difficult situation.

Finally, paragraph 81 was not right in recommending that the I.L.O. should call attention to the advisability of solving the problem of world market prices of primary commodities, as that was not the proper function of the I.L.O.

Mr. Bukhari agreed generally with the suggestions and views of the consultants. However, greater emphasis needed to be placed on extension work in the agricultural sector. Most developing countries were greatly dependent on agriculture, and any increase in agricultural production would materially assist their development.

Mr. Bruní Celli drew attention to paragraph 81, where mention might have been made of problems connected with world trade in manufactured or semi-manufactured goods, which also set a limit to
Mr. Mbonjo-Ejanga remarked that the importance attached by developing countries to the problem of young workers needed no further emphasis. The report had already given sufficient attention to certain aspects of it. These aspects were not isolated but inter-related problems, which had to be examined in a general context. In that connection, he supported the views expressed in paragraph 7 which, together with paragraph 81, made it clear that the youth problem must be considered against the general background of the economic difficulties faced by developing countries.

As indicated in paragraph 30, the negative attitude of one consultant towards universal primary education in Africa had rightly been contested by the others.

Finally, he subscribed without reservations to the conclusions of the report and hoped that the I.L.O. would do everything in its power to solve the problems in question.

Mr. Mbathi shared the concern voiced by the consultants about the potentially explosive situation created by the intractable youth problem. Although the solution was generally considered to lie primarily in industrialisation, and rural development was regarded as a vital component of the process, nobody—not even the consultants—had yet discovered how rural development was to be achieved without massive injections of capital and skill.

Nevertheless, the Meeting had served a useful purpose in that it had restated the problem in terms of the I.L.O.'s activities. Helpful guidelines for future I.L.O. youth work would no doubt grow out of its suggestions. However, the I.L.O. should not, as the consultants had urged, assume substantive responsibility for youth training and employment outside the formal educational system. It might be tackling more than it could cope with. Joint action with other interested international organisations would be more prudent.

Mrs. Mironova considered that the report placed an obligation on advanced as well as developing countries to take a keen interest in the problems under discussion. Her country was running an extensive programme of assistance in connection with compulsory universal education and vocational training. The experience of advanced countries in these fields should in increasing measure be made available to the others.

Primary education prepared the ground for subsequent vocational training. One of the first decrees adopted by the Soviet authorities had concerned compulsory universal primary education, a basic feature of any educational policy. Advanced countries should also help in implementing I.L.O. and other programmes by supplying educational experts. The I.L.O. could certainly make greater use than it did at present of such experts from her country. After the report had been taken note of by the Governing Body, it might be communicated to the member States and to the specialised agencies concerned.

Mr. Sheldov commended the report for the searching analysis it contained of youth training problems in developing countries. He particularly welcomed the emphasis laid on industrialisation, which would not only bring about an expansion of employment opportunities in the urban sector but would also benefit the rural areas by widening the domestic market and speeding up technological progress in agriculture.

He agreed with Mr. Abualam and others in their estimate of the role of general education schools and vocational and technical institutes in the preparation of young persons for future employment. In addition to immediate action, it was important to develop long-term programmes for the training of skilled national personnel in developing countries.

The consultants had rightly stressed the importance of I.L.O. standard-setting activities, urging that special attention should be given to the need for securing wide ratification of the youth Conventions. In addition to that, however, a consolidated international instrument on problems relating to the employment and training of young persons was urgently needed.

Mr. Haeuslein welcomed the consultants' sound and well-considered proposals. Paragraph 88 (b), which recommended the establishment of national services to combat youth unemployment, deserved support, provided, however, that such services should always conform with the relevant I.L.O. standards, and particularly with the forced labour Conventions. An opportunity for discussing the problem would arise at the forthcoming Conference session.

Mr. Abid Ali conceded that the report was an excellent one and that some good solutions had been found. The crux of the problem, however, lay less in the provision of vocational training facilities than in the creation of employment opportunities for those trained, failing which young persons would become frustrated and be driven to irresponsible acts.

As things stood, the outlook for developing countries and indeed for the whole world seemed a bleak one indeed. A comparison of gross national incomes per head showed that the span between the highest and the lowest incomes was tremendous. Something substantial therefore had to be done by world leaders; and while the U.N.C.T.A.D. meeting in New Delhi had aroused hopes of a solution, the chances for this appeared to be diminishing.

In short, the recommendations of the report, if implemented, would only lead to more frustration unless more jobs were created at the same time.

Mr. Kane had intended to draw attention to paragraphs 7, 31, 74, 81 and 88, but the previous speakers had already said all that needed to be said. Youth was a determining factor of progress in developing countries, and, with the World Employment Programme about to be launched, it was timely that the problems of young workers should receive the closest attention. His group accordingly favoured wide circulation of the report. It supported Mrs. Mironova's suggestion and urged that the report be held in 1968 and 1969 might take account of it in their work.

The guiding principle in all activities on behalf of young persons should be that they should be of genuine benefit to young persons, bearing in mind the relevant international standards for the protection of youth, and that such protection should be of an even higher level than that provided for adult workers.
Mr. Besa Lyon suggested that the phrase “as soon as possible” should be inserted after the words “Governing Body” in paragraph 5 of the Office paper so as to underscore the extreme urgency of the situation, which all speakers had recognised.

The Governing Body—

(a) took note of the report;
(b) authorised the Director-General to communicate the report to the governments of member States, and through them to employers’ and workers’ organisations, and to the intergovernmental organisations concerned; and
(c) requested the Director-General to take the views and suggestions of the consultants fully into account in planning and orienting the work of the Office and in formulating future programme proposals for the consideration of the Governing Body as soon as possible.

THIRD ITEM ON THE AGENDA: REPORT OF THE TECHNICAL MEETING ON THE RIGHTS OF TRADE UNION REPRESENTATIVES AND PARTICIPATION OF WORKERS IN DECISIONS WITHIN UNDERTAKINGS (Geneva, 20-29 November 1967)

Mr. Möri said that, in view of the many problems raised by the report, his group had certain changes to propose in the recommendations in paragraph 3 of the Office paper. Subparagraph (b) (iii), which recommended wide distribution of the report, should be deleted, and the first two lines of subpara­graph (b) (iii) should be amended to read: “to take note”, rather than to “take account” of the views expressed by experts, etc. In this way the Governing Body would not be committed to the report, which did not wholly satisfy the Workers’ group.

Mr. Bakonyi-Sebestyén, emphasising the great importance attached by his Government to the Meeting and its report, affirmed that the role of the workers’ representatives as a link between workpeople and management was one of great responsibility but one which also created a number of problems. Workers’ representatives had to have the right as well as the time to perform their duties; and they had to be protected against possible sanctions. These rights should be secured to them by the law.

In his country, the right of organisation was guaranteed by the Constitution, particular rights being assured by the Labour Code and other regulations. For instance, the Labour Code accorded to trade union representatives a veto on management decisions infringing the lawful rights of workers, which had the effect of postponing the implementa­tion of a decision so challenged. Moreover, workers’ representatives needed legal protection against sanctions in case of conflict with management. In Hungary, the law made the consent of the principal trade unions a precondition for the transfer or dismissal of a trade union representative.

Worker participation in decision-making was important, though the manner and extent of it might vary. It was difficult to decide whether such partici­pation ought to include decisions concerning the economic problems of an undertaking or be restricted to decisions concerning improvement of living and working conditions. The two categories of decisions could not readily be separated from each other.

Nor did each category involve the same measure of responsibility. Furthermore, trade union repre­sentatives had to be properly trained for the perform­ance of their duties, a fact stressed in paragraph 60 of the report. Such preparation could not be limited to acquainting them with their rights. It should impart a knowledge of the essential problems of the undertaking so that representatives might play an effective part in the making of decisions.

In conclusion, he supported the recommendations in paragraph 3 of the Office paper.

Mr. Eggermann (observer representing the International Federation of Christian Trade Unions) observed that the questions dealt with at the Meeting concerned workers very directly and should therefore be a major concern of the I.L.O. Paragraph 3 (b) (i) of the Office paper should call for direct communica­tion of the report and documentation to the workers’ organisations, so that they might transmit their observations to the Director-General. Such observa­tions would provide the Office with valuable material for its work, particularly in connection with the adoption of new and more up-to-date I.L.O. standards.

Mr. Boglietti (observer representing the World Federation of Trade Unions) asked that the report should be adopted with the amendments proposed by Mr. Möri. He hoped that it represented the last step before placing the question of trade union representatives’ rights on the Conference agenda for adoption of an instrument; the preparatory work could be started on the basis of paragraphs 15 and 16 of the report.

Protection of workers’ representatives against victimisation and the facilities granted to them were both essential to the free exercise of trade union rights. Such free exercise should be translated into one or more I.L.O. instruments.

As for the question of worker participation in decision-making, the Office and, above all, the International Institute for Labour Studies could help to further its examination at the international level, particularly with respect to nationalised and state undertakings, where scope existed for a more socially advanced approach to the problem.

Mr. Tabor expressed his Government’s keen satisfaction with the report. It felt, however, that, contrary to the view taken in paragraph 71, the question of workers’ participation in decisions within the undertaking merited an international instrument in the near future.

Mr. Abualam, describing the report as a most interesting one, said that it made two things clear: first, the problems considered by the Meeting differed from one country to another; second, more research was urgently required. The report had made its most important contribution in crystallising the importance of those problems and the great need for further research at the regional and country level. Such research was a prerequisite for any action by the Director-General or the Governing Body and for the implementation of the Conference resolutions referred to in paragraphs 9 and 10, viz. 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, adopted by the Conference at its 45th (1961) Session 1, and

the resolution concerning workers' participation in undertakings, adopted by the Conference at its 50th (1966) Session.

While the report contained many useful basic ideas and conclusions, their practical application, with the necessary adjustments to take account of the needs of the different regions, required further exploration. The Director-General would accordingly do well to arrange for a broader exchange of views and experience as suggested in paragraph 71, particularly through regional seminars and meetings.

Mr. Beerman felt that the conclusions of the report revealed the magnitude of the task which awaited action by the I.L.O. Its recommendations on the rights of trade union representatives related to matters already partly covered in Conventions Nos. 87 and 98; but a good deal had occurred since the adoption of those instruments, whose provisions now needed updating. The Office should deal with the whole question in that light.

Although no consensus had been achieved in the matter of worker participation in decision-making, a first step had nonetheless been taken towards a realistic appraisal of the present world situation. The Meeting, in particular, established clearly that the freedom of workers and of mankind in general required not only political but economic democracy. He welcomed its plea for further research on the subject, so that definite conclusions might emerge in the not too distant future.

Lord Colisson explained that the views expressed by individual speakers on the Workers' side did not necessarily represent the opinion of the whole group, which had been unanimous only on the question of the amendments proposed by Mr. Móri to paragraph 3 of the Office paper.

The use of the term "workers' representative", which according to paragraph 15 of the report had been preferred to "trade union representative", carried a risk of rivalry between the two types of representatives, even though paragraph 16 urged that non-union representatives should not be used to weaken the trade union movement. While difficulties might arise where more than one trade union was represented in an undertaking, these could be resolved through joint action, and, conversely, where no trade unions were represented, other arrangements might have to be made. What mattered was that the question of competition between union and " unofficial " workers' representatives and that the former, where they existed, should be recognised as the authentic spokesmen for workers' interests.

Although paragraph 20 laid down the limit of a minimum size, workers were in need of representation even in very small establishments. If an instrument on the question of facilities granted to workers' representatives, paragraph 33 rightly observed that developing and advanced countries, and warranted adequate safeguards against arbitrary dismissal. He was not sure, in some cases, not only restricting the trade unions but the right to take up certain types of grievances would have to be reserved for the unions. Such matters should be viewed against the background of the general industrial relations system obtaining in each country; the fact that the Committee on Freedom of Association had on occasion entertained complaints from unions from which the same complaint might not have been receivable under the labour relations system of the country concerned showed that this was no mere academic problem.

The only solution to the problem of dual representation discussed in paragraph 15 of the report was to try to mark off the jurisdiction of each type of representative. The works committees elected in some countries by all the workers in an undertaking fulfilled an important purpose in that they served as a channel of communication between workpeople and management. It was doubtful whether the abolition of such machinery would be in the workers' interests. The danger of a weakening of the trade union movement, referred to in paragraph 16, arose far more from rivalry between unions than from the activities of works committees with limited jurisdiction.

In modern conditions the responsibility of the trade unions to the undertaking and the community at large made it imperative that they should assume fully the positive role assigned to them in paragraph 19, a fact which deserved to be emphasised by all, including the I.L.O. Necessary and reasonable safeguards should by all means be provided against victimisation, as paragraph 25 recommended, but excessive zeal here might hamper management in the proper discharge of its responsibilities. The rights of all parties had to be balanced, and each country was the judge of what balance suited its own conditions best.

Of the whole, the issues raised by the report needed further consideration, and the subject at this stage was therefore more suitable for limited regional discussions than for Conference action. The experts deserved to be congratulated on their report, which could form a useful basis for such discussions.

Mr. Haythorne, while acknowledging that the report identified many important areas for examination, felt that it also raised many important problems that went to the very core of labour-management-government relations.

The distinctions drawn in paragraph 15 of the report gave cause for concern: where trade unions existed, their representatives alone, as Lord Collison had urged, should be entitled to act on behalf of the workers.

Paragraph 31 was right in suggesting that in cases of alleged victimisation the law should place the burden of proof on the employer.

The report made some sound observations on the facilities to be granted to workers' representatives, but in general such arrangements were best left to collective bargaining, as experience in his own country, at least, suggested.

Although worker participation in decision-making was arousing increasing interest, it posed some difficult problems, as paragraphs 53 and 54 showed. Workers understandably fought shy of involvement in management at the cost of losing their identity. Employers and workers had directly opposed interests, and the problem was how to reconcile this fact with the interests they had in common. The great need for broader social and economic policies furthering the welfare of all required governments to play a growing role, and called for the establishment of guidelines for union, employer and government action on these vital issues. This crucial aspect of social and economic development deserved higher priority in future I.L.O. work.

Much could be said about the need for consultation between the parties, but 25 years of Canadian experience had demonstrated that, unless such consultation went well beyond a mere exchange of information, and unless it was closely linked with collective bargaining, it would not accomplish much. More research was, however, needed in this area.

Consideration might well be given to the adoption of appropriate international instruments on the question of the rights of trade union representatives. So far as worker participation in decisions was concerned, it was common knowledge that trade unions in the U.S.S.R. enjoyed extensive rights in respect of consultation, inspection of workplaces, and all matters bearing directly on the workers' condition.

Agreement had been reached in a number of important fields. The Meeting had taken the right stand, in paragraph 15 of its report, on the question of workers' representatives. In several countries such representatives were elected by all the workers in an undertaking and it would be unrealistic to ignore them. Paragraph 16 recorded some important ideas in this regard. There was no reason why sound relations should not exist between trade unions and elected workers' representatives, and he was sure that employers, for their part, would do their utmost to promote such relations.

The report showed that existing international provisions for the protection of workers' representatives were far from perfect, and the experts on the employers' side at the Meeting had taken a positive attitude towards the adoption of international standards embodying the general measures of protection contemplated in the report. So far, however, as the question of facilities granted to workers' representatives was concerned, the wide diversity of present practice in the various countries made it impracticable to devise new standards beyond those already in existence.

In the matter of worker participation in management decisions, paragraph 49 made it clear that no agreement could be reached on a definition of the term "participation" because there was too great a diversity in the national systems of worker participation. This being so, an international instrument or even a Conference discussion in the near future would not serve a useful purpose. More field studies and a wider international exchange of ideas and experiences were needed to clarify concepts and explore national conditions.

Mr. Borisov felt that the distinction made in the report between trade union and workers' representatives was neither necessary nor useful. Each form of representation had its advantages. Where powerful trade unions existed, obviously they must represent the workers' interest; where they did not exist, other forms of organisation were required, and these indeed could constitute an initial stage towards the creation of trade unions.

The drafting of paragraph 19 of the report was unfortunate, in that it seemed to put the blame for an aggravation in industrial relations on the workers' representatives.

So far as the situation in his own country was concerned, it was common knowledge that trade unions in the U.S.S.R. enjoyed extensive rights in respect of consultation, inspection of workplaces, and all matters directly affecting the workers' condition.

It was widely agreed that more extensive trade union participation in the formulation and implementation of national development plans would hasten economic and social progress and at the same time ensure due regard for the workers' interests. Such participation would be most fruitful if trade union representatives were associated with all stages of planning and implementation. The I.L.O. should do everything in its power to extend trade union rights in this field at all levels and, to begin with, at the level of the undertaking, where decision-making directly affected the workers' welfare.

The time had come, it seemed, when an attempt should be made to draft an international instrument protecting or extending the rights of trade unions at the undertaking level and establishing the necessary conditions for their activities within the undertaking. It should not be forgotten that seven years had passed since the 1961 Conference resolution, in sub-
paragraph (b) of its third operative paragraph, had asked the Governing Body to consider the possibility of including this question in the agenda of an early session of the Conference. The Director-General should include it in the list of topics he would be presenting to the Governing Body in May with a view to a first discussion of the 1970 Conference agenda. The workers of the world would regret it deeply if the question were not placed on the agenda of that session.

The discussion was adjourned to the following sitting.

(The sitting closed at 1 p.m.)

Approved by the Governing Body at the first sitting of its 172nd Session, held on 31 May 1968.

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

**CHAIRMAN:** Mr. Ago.

Mr. Abid Ali, Mr. Abualam, Mr. Alejandrino, Mr. Amede, Mr. Andrianitoхaina, Mr. Beermann, Mr. Bergenström, Mr. Bolin, Mr. Borisov (replaced during part of the sitting by Mr. Bordadyn), Mr. Bruni Celli, Mr. Carrasco, Mr. Cassim, Lord Collison, Mr. Coppo, Mr. Dumont, Mr. Erdmann, Mr. ben Ezedine, Mr. George, Mr. Ghayour, Mr. Haenlein, Mr. Haraguchi, Mr. Haythorne, Mr. Hernández, Mr. Horanyi, Mr. Kane, Mr. Lee Yen-ping, Mr. López Guevara, Mr. Márre (replaced during part of the sitting by Mr. Morgan), Mr. Mathew (replaced during part of the sitting by Mr. Rana), Mr. Mbonjo-Ejangue, Mr. Möri, Mr. Morreis, Mr. Nasr, Mr. Neilan, Mr. Okabe, Mr. Parodi, Sir George Pollock, Mr. Purpura, Mr. Salui, Mr. Sidibé, Mr. Tabor, Mr. Végh Garzón, Mr. Waline, Mr. Weaver (replaced during part of the sitting by Mr. Lawyer), Mr. Weissenberg, Mr. Yasseen, Mr. Yllanes Ramos.

Absent: Mr. Davies.

**THIRD ITEM ON THE AGENDA:** Report of the Technical Meeting on the Rights of Trade Union Representatives and Participation of Workers in Decisions within Undertakings (concl.)

Mr. Kane shared the views expressed at the first sitting by Mr. Möri, Lord Collison and Mr. Beermann. While workers' participation in decisions within undertakings had the same social and technical importance in the developing as in the industrialised countries, in most of the former it also had political implications. Since many undertakings in developing countries were under foreign control but employed local labour, the workers might tend to regard their successful operation as not wholly relevant to their own and to the national well-being. Workers' participation might help to associate undertakings more closely in the political life of the country.

Paragraph 58 and the following paragraphs of the report laid stress on the responsibilities falling upon the parties to the participation process and, in so doing, recorded the views of several experts who had suggested that in certain developing countries the level of education of workers' representatives was not high enough to ensure effective participation. In point of fact, not only was the problem not limited to developing countries, but in those countries employers’ organisations and government services too had their weaknesses, and it was unfair to confine criticism to the workers. The whole key to the problem really lay in freedom of association. Only if workers enjoyed far wider freedom than at present to organise at all levels of the economy could the rights of trade union representatives within undertakings be safeguarded and the workers be expected to participate in management effectively.

**Sir George Pollock** was opposed to Mr. Möri's request that the Governing Body should reject the proposal in paragraph 3 (b) (ii) of the Office paper. Despite individual or group objections to certain statements in the report, it should be given wide distribution, together with the extremely useful material prepared by the Office, so that not only governments and employers' and workers' organisations, as proposed in paragraph 3 (b) (i), but also academic circles could benefit by its study.

Mr. Parodi agreed. The questions covered were among the few which still gave rise to debate and provided scope for progress in the industrialised countries. Indeed, a major merit of the report lay in its interest to industrialised and developing countries alike. There was no objection to replacing the words "take account" by the words "take note" in paragraph 3 (b) (iii), as Mr. Möri had proposed, since both expressions meant much the same in practice. It would, however, be a serious mistake to imply criticism of the report and to weaken its impact in stimulating further discussion by deciding against giving it the wider distribution proposed in paragraph 3 (b) (ii). He therefore hoped that Mr. Möri would not press his request.

Mr. Marre also thought the report worthy of wide distribution, since it provided a useful insight into important and controversial subjects. Those subjects were under study by the Royal Commission on Trade Unions and Employers' Associations in the United Kingdom, of which not only Sir George Pollock and Lord Collison, but also Professor Kahn-Freund, who had been Chairman of the Meeting, were members.

Mr. Yllanes Ramos, referring to the distinction drawn by the Meeting between trade union representatives and other workers' representatives, observed that the two forms of representation could in fact exist side by side; for example, the workers might have not only union representatives, but also other representatives, appointed perhaps by virtue of legislation, on a joint safety and health committee in the undertaking. What mattered, as the report brought out clearly, was that a spirit of co-operation should exist between management and the workers' representatives, whether the latter were union representatives or not. As Mr. Mathew had said at the first sitting, each side must respect the rights of the other, for only if neither side dominated could labour-management relations be truly harmonious.

Of the topics discussed by the Meeting under the first item on its agenda, that of protection of workers' representatives against victimisation could be dealt with in an international Convention, or perhaps more appropriately in a Recommendation.

The second part of the report showed how thoroughly the question of workers' participation in management decisions had been explored. Paragraph 56 recorded the view of several experts that workers' representatives on a managerial board might find themselves in an invidious position if it took
a decision prejudicial to the workers, for example when it closed down a plant and so made dismissals necessary. That view reflected an unduly negative approach. Workers' participation would never succeed anyway in an undertaking forced to meet change by retrenchment of its workforce; it could be effective only in a dynamic, expanding industry.

While not everyone could agree with the views expressed in the report, it provided an invaluable insight into conditions in countries at different stages of social development and with different industrial relations systems. It also stressed the key importance of co-operation and mutual understanding between labour and management in pursuing common goals.

*The Chairman* pointed out that, since the proposal in paragraph 3 (b) (i) of the Office paper already provided for communication of the report to governments and employers' and workers' organisations, all that subparagraph (b) (ii) entailed in practice was its distribution to research and similar bodies. Was Mr. Möri opposed to such distribution?

Mr. Möri explained that, despite the reservations of many of its members in regard to certain passages, the Workers' group, which had originally urged the holding of the Meeting, was anxious that the report should be followed up by specific decisions as soon as possible. That had already been made quite plain. The question turned on how that should be done. Perhaps the Director-General could deal with the subject in his Report to the Conference at an early session or, better yet, submit a law and practice report to the Governing Body for consideration in setting the agenda for an early Conference session. The Workers were anxious that the questions dealt with by the Meeting should receive further attention and that an international instrument to safeguard the rights of workers' representatives within undertakings should in due course be adopted.

To give the report the wider distribution proposed in paragraph 3 (b) (ii), however, would give too much prominence to the controversial material it contained, and to send it to governments and employers' and workers' organisations seemed quite sufficient. By refusing it wider distribution the Governing Body would not be casting any aspersions on the Meeting's conclusion in paragraph 70 that the question of its distribution to research and similar bodies. Was Mr. Möri opposed to such distribution?

Mr. Möri pressed his suggestion. The Workers' group hoped that the Director-General would submit to the Governing Body the comments on the report received from governments and employers' and workers' organisations following its communication to them as proposed in subparagraph (b) (i). It would then be possible to proceed towards drawing up conclusions on the subject which the Workers would find less objectionable.

The Chairman suggested that paragraph 3 (b) (ii) might be deleted and the proposal in subparagraph (b) (i) amended to read "to distribute the report and the documentation prepared for the meeting and to transmit them to the governments", etc.

Mr. Möri and Mr. Parodi accepted the suggestion.

Sir George Pollock asked whether its acceptance would mean that interested persons other than governments and employers' and workers' organisations could be sent copies of the report and documentation. The Office should be free to distribute this most valuable material to any interested persons or institutions on request—for example to members of the Royal Commission in the United Kingdom, referred to by Mr. Marre, and other persons concerned with its work.

Mr. Haythorne concurred. It was desirable that, whatever objections Governing Body members might have to some of the views recorded, the report should be available to all who might be interested in it.

The Chairman said that this suggestion would meet that purpose. In reply to a question by Mr. Erdmann, he further explained that in substance his suggestion differed from the proposals in the Office paper only through the omission of the reference to "wide" distribution.

The Governing Body took note of the report.

The Governing Body authorised the Director-General:

(a) to distribute the report and the documentation prepared for the Meeting and to transmit them to the governments of member States, and through them to the employers' and workers' organisations concerned, for their information and possible comments;

(b) to take note of the views expressed by the experts in the development of future I.L.O. technical co-operation and research activities and in the preparation of proposals for the agenda of future sessions of the International Labour Conference.

Mr. Borisov affirmed his belief that I.L.O. documents should always receive the widest possible distribution and associated himself with the remarks of Sir George Pollock and other speakers to that
effect. While in favour of the decision taken, how­ever, he thought that it might have been reached more easily had the material prepared for the Meeting been made available to Governing Body members. He hoped that this would be done in similar cases in the future.

Mr. George observed that, although the African employers were not opposed on principle to workers’ participation, they could hardly regard the experience of industrialised countries in that field as conclusive; the extent to which the subject required closer study even in industrialised countries was clearly brought out by the report.

The I.L.O. had organised extremely useful workers’ education courses in African countries, which would help to pave the way for workers’ participation. Meanwhile, however, there were fears in those countries that introduction of workers’ participation schemes might inhibit the foreign private investment vital to the creation of employment and hence to their industrialisation. Training was needed not only to remedy the severe shortage of technical staff, but also to make the workers as conscious of their obligations as they were at present of their rights. In that sense, workers’ education could help to lay the foundation for foreign investment.

Mr. Kane hoped that as much attention would be given to the training of management as to workers’ education, especially in Africa.

FOURTH ITEM ON THE AGENDA: REPORT OF THE MEETING OF HEADS OF OFFICIAL SERVICES FOR OCCUPATIONAL SAFETY AND HEALTH (Geneva, 20-29 November 1967) 1

Lord Collison, while expressing the Worker members’ approval of the report, pointed out that, since many of the subjects it covered were of interest to both sides of industry, participation in the Meeting by employers’ and workers’ representatives would have been useful.

Both paragraph 25 of the report and paragraph 5 (c) of the Office paper rightly referred to the hazards arising out of new developments in industry; but long-standing techniques and substances used for many years also give rise to hazards whose existence had not been previously suspected, and these deserved just as much attention. The Workers’ group agreed with the approach to the organisation of inspection services embodied in paragraphs 33, 34 and 35. While an inspector could not be a specialist in all problems, he should have access to specialists if the need arose.

Paragraph 40 contained only the briefest reference to the part played by trade unions in the work of inspection; yet in the field of health and safety the unions could play a most important part by bringing hazards to the notice of management and inspectors. It was also desirable that on visiting the plant an inspector should confer with workers’ representatives on working conditions.

Paragraph 51 did not put sufficient stress on the importance of legal sanctions. Although admittedly the value of safety and health standards largely depended on willingness to observe them and on labour-management co-operation, experience showed that in the last resort legal sanctions were sometimes necessary.

While it endorsed the section of the report on the training of inspectors, the Workers’ group felt that in most countries they were too few to visit all factories regularly, especially the small ones where conditions were worst; the importance of this staffing problem should be duly impressed on governments.

Paragraph 89 rightly emphasised the need to equip inspectors with simple, easily operated, portable instruments. Occupational health centres should also be set up, however, and provided with more sophisticated monitoring equipment.

Labour-management co-operation in the field of occupational safety and health, referred to in paragraph 95, was essential. Governments and employers must be convinced of the value of establishing joint committees in factories wherever practicable. Experience showed that such committees made a valuable contribution towards improved safety and health standards.

Finally, the Workers’ group expressed its appreciation of the work of the International Occupational Safety and Health Information Centre, referred to in paragraph 112.

Mr. Waline, on behalf of the Employer members, welcomed the recognition in paragraph 138 (c) of the report of the importance of full co-operation between official services and employers’ organisations. In his own experience, one of the main tasks of such organisations was to help in the campaign against industrial accidents and occupational diseases through management training, and indeed they co-operated with the official services in many countries.

Of the 25 heads of official services who had attended the Meeting, no less than 20 had come from major industrialised countries. The reasons why only 4 had come from other countries was presumably the high cost of travel to Geneva—and not the fact that other countries lacked official occupational safety and health services.

Mr. De Bock felt that the report should have contained fewer generalities and more specific conclusions. While he could find fault with many paragraphs, he particularly regretted the Meeting’s failure to go in greater detail into such problems as the lack of well-qualified inspectors in many countries. The real cause of this problem, which was barely touched upon in paragraph 75, was of course the more competitive level of remuneration in private industry, coupled with the inadequacy of funds allocated to inspection services.

Mr. Marre believed that the Meeting had been useful in highlighting several urgent and growing problems of occupational safety and health and in making suggestions for the future. He supported the proposals in paragraph 5 of the Office paper, particularly that in subparagraph (c). Similar meetings or discussions might not be desirable as often as every three years, as proposed in paragraph 127 of the report; that was, in any case, a matter for the Governing Body to decide. On the other hand, he agreed with the suggestion in the same paragraph that the agenda for any such meetings should be decided, and the documentation sent out by the Office, in good time to enable the participants to prepare for them.

Mr. Mbathi fully endorsed the suggestion in the report that the I.L.O., as the international organisation mainly concerned, should enlarge its role as a

1 See below, Appendix IV.
clearing-house for information on occupational safety and health. Only in the industrialised countries could inspection services afford to employ staff solely for the dissemination of such information. The I.L.O. would therefore render an invaluable service to the developing countries by providing their inspectorates with up-to-date information on hazards to safety and health and on preventive measures.

Mr. Weissenberg, like Lord Collison, thought that the value of the Meeting, which had approached its final observations, though somewhat general, were to tackle already familiar problems. The considerable knowledge of occupational safety and health matters acquired by the industrial countries should be made available to developing countries.

Mr. Haythorne stressed the report's topical interest to his Government, which was carrying out an ambitious programme in co-operation with the provincial governments to give effect to the new Canada labour safety code. Particularly valuable were the sections of the report on the staffing of inspection services, their development in the light of technological change and the need for co-operation with employers' and workers' organisations in tackling safety and health problems. The Meeting's final observations, though somewhat general, were to be commended as a starting point for future progress. Thanks were due to the Office for its contribution to the Meeting's success.

Mr. Sheldov also endorsed the Meeting's conclusions. The active part played by trade unions in Byelorussia in promoting occupational safety and health showed the considerable value of the co-operation with workers' organisations which the Meeting had advocated. He particularly supported the suggestion that the I.L.O. should extend its role as an international centre for the exchange of information on safety and health matters.

Mr. Bordadyn supported the proposals in paragraph 5 of the Office paper. The Meeting had been extremely welcome, for technological change required constant study of occupational hazards, and all countries should share the benefit of others' experience. The I.L.O. should develop its role as an international centre for the exchange of information on safety and health; the volume of studies and publications should be increased; and seminars and courses should be held, such as that due to be held later in 1968 in the U.S.S.R.

The report rightly stressed the importance of the co-operation of workers' organisations in ensuring safe working conditions; trade unions in the U.S.S.R. had done valuable work in that field. The unions could render particularly useful services in countries with insufficient official facilities.

Mr. Morris regretted the report's failure to mention the success achieved in some countries through labour-management co-operation in carrying out safety and health programmes and the importance of joint safety committees and inspection units at the undertaking level. In his experience, inspection was best carried out by such joint units, and not by official services; his own union, for example, the first in North America to have its own safety programme, had done much to reduce the number of accidents in forestry work through co-operation with management.

While the Meeting had spoken of recruiting inspectors mainly from universities, in fact many people with direct experience of industry would be better qualified owing to their practical knowledge of occupational hazards and would be in closer touch with the workers' organisations. The report contained only a brief suggestion that inspectors should make contact with workers and their representatives at the workplace. In Canada, however, inspectors not only met trade union representatives, but also sent copies of their reports to the union to assist it in securing the elimination of hazards through collective bargaining.

Infrequent inspection of an undertaking which had no joint safety committee could have little effect, and joint co-operation in the undertaking itself was vital to the success of any safety and health policy. It was therefore unfortunate, as Lord Collison had said, that employers' and workers' representatives had not taken part in the Meeting, and they should be admitted to any future discussion of the subject. Policy in this field did, after all, primarily concern management and the workers, especially the latter; it was not a mere academic exercise, but had the practical aim of protecting human life and limb.

Lord Collison expressed the desire of the Workers' group that the specific reference in paragraph 5(c) to problems caused by new hazards, of which the report in fact said little, would not obscure the need to tackle already familiar problems. The considerable knowledge of occupational safety and health matters acquired by the industrial countries should be made available to developing countries.

Mr. Waline, endorsing the remarks of Mr. Morris and others, urged that success in combating industrial accidents and occupational diseases depended not only on the efforts of official services, but even more on co-operation between management and the workers' representatives at the occupational and undertaking levels. No measures to protect safety and health would work unless the need for them was brought home to heads of undertakings, managerial staff, workers and unions, and unless a long-term policy was implemented at the undertaking level.

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

FIFTH ITEM ON THE AGENDA: REPORT OF THE TECHNICAL MEETING OF EXPERTS ON THE ORGANISATION AND PLANNING OF VOCATIONAL TRAINING (Geneva, 20 November-1 December 1967) 1

The Governing Body postponed consideration of the report to its 172nd Session.

SIXTH ITEM ON THE AGENDA: REPORT OF THE MEETING OF EXPERTS ON THE SCOPE, METHODS AND USES OF FAMILY EXPENDITURE SURVEYS (Geneva, 4-13 December 1967) 2

The Governing Body took note of the report.

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1 See below, Appendix V.
2 See below, Appendix VI.
EIGHTH ITEM ON THE AGENDA: REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

Mr. Borisov stated that, for the reasons given by his Government on previous occasions, he would not take part in the discussion or decisions on the Committee’s reports.

HUNDRED AND SECOND REPORT

Introduction

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

Cases Which the Committee Considered Did Not Call for Further Examination

The Governing Body adopted the recommendation in paragraphs 23 (Case No. 512: Cyprus) and 35 (Case No. 516: Peru) of the report.

Lord Collison observed, with reference to Case No. 525, concerning Bermuda, that in its 103rd Report the Committee seemed to have taken for granted adoption by the Governing Body of the recommendation concerning that case in paragraph 58 of the 102nd Report.

The representative of the Director-General (Mr. Jenks, Principal Deputy Director-General) explained that adoption of the recommendation in paragraph 22 of the 103rd Report depended on, but did not assume, that of the recommendation in paragraph 58 of the 102nd Report.

The Governing Body adopted the recommendation in paragraph 58 (Case No. 525: United Kingdom (Bermuda)) of the report.

HUNDRED AND THIRD 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 adopted the recommendation in paragraph 10 of the report.

Complaints Which the Committee Recommended Should Be Dismissed Without Being Communicated to the Government Concerned

The Governing Body adopted the recommendation in paragraphs 13 (Case No. 509: Spain) and 22 (Case No. 525: United Kingdom (Bermuda)) of the report.

Cases relating to Greece (Cases Nos. 464, 508 and 517), the Further Examination of Which the Committee Recommended Was Not Called For

The Governing Body adopted the recommendation in paragraph 26 of the report.

Cases Which the Committee Considered Did Not Call for Further Examination

The Governing Body adopted the recommendations in paragraphs 35 (Cases Nos. 437 and 506: Congo (Kinshasa)), 58 (Case No. 490: Colombia), 71 (Case No. 527: Colombia), 79 (Case No. 535: Venezuela) and 86 (Case No. 545: Viet-Nam) of the report.

Definitive Conclusions

Mr. Végh Garzón, referring to Case No. 425, stressed the seriousness of the situation regarding freedom of association in Cuba, where its total absence was notorious. Because of political conditions employers’ and workers’ organisations there were quite unable to exercise their proper functions, as he himself could testify from experience. He supported the Committee’s recommendation, though he was under no illusions as to the prospects for improvement in the situation.

The Governing Body adopted the recommendation in paragraph 98 (Case No. 425: Cuba) of the report.

Interim Conclusions in the Cases relating to Brazil (Case No. 385), Ecuador (Cases Nos. 422, 473 and 477), Mexico (Case No. 402), Argentina (Case No. 503), Colombia (Case No. 514), Spain (Case No. 520), Morocco (Case No. 528) and Gabon (Case No. 536)


HUNDRED AND FOURTH REPORT

The Governing Body postponed consideration of the report to its 172nd Session.

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

Mr. Bolin observed that the Committee, while appreciating the glaring anomalies to which the rule governing the quorum had given rise, had also noted, first, that only on a few occasions had its application led to difficulties and, secondly, that to change it would require an amendment to the Constitution and, for those two reasons, had decided not to recommend any change in the rule. The Worker members, however, insisted in believing that it should be possible to find a solution to the existing anomalies, and they reserved their right to raise the matter again later. In the meantime they looked to the Committee's recommendations in paragraph 15 of its report to ensure that the level of the quorum accurately reflected the real composition of the Conference. If Conference delegates would only recognise their moral obligation to vote, the difficulties would not recur.

Lord Collison noted that in ten instances since 1946 a Conference vote had been void for want of a quorum and recalled a case within his own experience in which, because of the quorum rule, a single negative vote by an Employers' delegate had meant adoption of a motion which would otherwise have been rejected for want of a quorum. No objection could be raised to the Workers' proposal relating to votes on a draft Convention or Recommendation, referred to in paragraph 5 of the report, except that it would entail an amendment to the Constitution. If adopted, that proposal would not alter the total number of votes in favour necessary for adoption, but simply express it differently, since it would require that one-third of the total number of delegates should vote in favour, whereas under the present rule

1 See below, Appendix VIII.

1 See below, Appendix XI.
two-thirds of half the number of delegates must do so. If difficulties arose at future Conference sessions the Workers would feel obliged to raise the matter again, even if constitutional amendment proved to be the sole solution. Pending such amendment, Conference delegates could only be urged not to render votes void through excessive abstentions.

Mr. Abualam saw no great need to change the quorum rule, in view of the information in paragraphs 10 and 11 of the Committee's report, and was in favour of the recommendations in paragraph 15.

Mr. Lawyer, like Mr. Bolin, welcomed the Committee's success in agreeing on those recommendations. On the other hand, he was opposed to the Workers' proposal referred to by Lord Collison because insufficient justification had been given for an amendment to the Constitution.

The Chairman shared Lord Collison's dissatisfaction with the manner in which the present quorum rule had worked on certain occasions; but then any rule could lead to absurd results in practice. It seemed, in the present case, that the solution lay in judicious application of the rule rather than in its change through constitutional amendment, which would be both difficult and uncertain in effect.

The Governing Body adopted the recommendation in paragraph 16 of the report.

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

Mr. Lawyer, noting from paragraph 4 of the report that 40 countries had responded favourably to the proposal to issue a commemorative postage stamp, suggested that a profit-making central service might be run by the I.L.O. itself or by a private organisation under contract for the sale of stamps to collectors. An I.L.O. anniversary medallion might also be struck, for sale by the I.L.O. or a private agency. He intended to discuss the matter with the Coordinator.

Mr. Morgan commended the Office on having produced a list of publications in the United Kingdom on the I.L.O.'s history. His Government intended that they should be used as a basis for prize essay competitions for senior pupils in schools and first-year university students. Such an approach might also be found useful by other countries in spreading knowledge of the I.L.O.

The Governing Body took note of the report.

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

The Chairman observed that the Committee's title failed to bring out clearly its positive aim of eliminating discrimination.

Mr. Weaver, in presenting the Committee's report, said that it had given much attention to the question of changing its title, as paragraphs 9 to 12 showed. While it had reached no agreement, it would be reconsidering the matter at its next meeting. Personally, he was hopeful that a title which would more accurately reflect the Committee's positive aim could be agreed on. The Committee had also had a discussion, recorded in paragraphs 3 to 8, on the holding of a seminar in 1969 on equality of opportunity in respect of employment, which it hoped would be fairly small but nonetheless make a useful contribution to the campaign against discrimination. The Committee expected to draw up more detailed proposals at its next meeting. Finally, the Committee had welcomed publication of the Workers' Education Manual on Discrimination, which came up to the same high standard as previous I.L.O. publications on the subject.

Mr. Mórí indicated that, while the Workers' group were prepared to discuss the report, they had had only a short time to examine it.

Lord Collison added that the group as a whole had not yet decided on its position as regards changing the Committee's title. Personally, unlike Mr. Weaver, he was opposed to any change.

The Chairman pointed out that the Governing Body was not called on by the report to take any decisions. He himself agreed with Lord Collison in so far as he believed that the word "discrimination" should be retained in the Committee's title.

Mr. Morris stated that, while he was unable to commit the Worker members at this stage, the view they had taken in the Committee in regard to its title had been substantially that just expressed by Lord Collison. A reference to discrimination in the title most clearly expressed the nature of the Committee's task.

Mr. Borisov observed that the comments of Lord Collison and Mr. Morris would certainly help the Committee in eventually reaching a decision on the question of the Committee's title.

Mr. Végh Garzón indicated that, although both he and the Employers' group as a whole had originally felt that the seminar on equality of opportunity in respect of employment should be held in the American region, for the reasons given in the report they had finally agreed to its location in Asia. Discrimination in other regions, particularly in the Americas, could be studied at a later date. As regards the Committee's title, while not wishing to commit the Employers' group, he considered it desirable to retain the word "discrimination", which properly reflected the Committee's purpose. That was a matter of small importance, however, compared with the magnitude of the Committee's task in combating discrimination throughout the world.

Mr. Thondaman welcomed the proposal to hold the seminar in Asia and suggested that if it took place in a fairly small country, such as Burma, Ceylon or Malaysia, its impact would be greater. He strongly opposed changing the Committee's title, since use of the word "discrimination" stated the nature of the problem more forcefully than an expression such as "equality of opportunity".

Mr. Buhkari also considered expressions such as "equality of opportunity" and "equality in employment" to be less appropriate than the reference to "discrimination". As regards the location of the proposed seminar, if the prevalence of discrimination and the importance of multi-racial populations were taken as criteria in assessing the need for such a meeting, then the need seemed greater in the American than in the Asian region.

Mr. Bruni Celli thought that the Governing Body should not discuss the question of changing the Committee's title until the Committee itself had...
made a recommendation. As the Chairman had suggested, the Committee's task, which was to promote equality in employment, should be reflected in positive terms in its title. It was to be hoped that at its next meeting the Committee would make a recommendation on which the Governing Body could base a full discussion.

Mr. Weaver assured Lord Collison that in presenting the report he had not wished to prejudge the Committee's final recommendation regarding its title, but merely to express the hope that it would make one at an appropriate time. The Committee would certainly find the comments just made by members helpful in future consideration of the question.

Mr. Rana drew attention to his Government's reservation of its position regarding the seminar, recorded in paragraph 8 of the report. He was inclined to share Mr. Bukhari's misgivings about its location in Asia and suggested that before proceeding further the I.L.O. might hold informal consultations with representatives of the Asian countries. It would serve no purpose to hold a seminar in Asia if most countries in the region were cool to the idea.

Mr. Parodi, while he had no very strong feelings in the matter, would deprecate omission of the word "discrimination" from the Committee's title, since no other term could express as clearly and forcefully the true nature of its task.

The Governing Body took note of the report.

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

I. Obituary

The Chairman paid tribute to the memory of the deceased. The Governing Body would doubtless wish to express its sympathy to their families and governments.

Mr. Waline associated the Employers' group with the Chairman's statement. He expressed sorrow at the tragic death of Mr. Harold Holt, who, as President of the Conference in 1957, had won universal admiration for his diplomacy, authority and vigour.

Mr. Mori expressed the high esteem felt by the Workers' group for Mr. Wilfred Beard, who had rendered outstanding service to the Workers at the Conference over many years.

The Governing Body requested the Director-General to convey its sympathy on the death of Mr. Harold Holt to Mr. Holt's family and to the Australian Government, on the death of Mr. Vincent Massey to Mr. Massey's family and to the Canadian Government, and on the death of Mr. Raul Fernandez and Mr. José Carlos de Macedo Soares to the families of the two deceased and to the Brazilian Government. It further requested the Director-General to convey its sympathy on the death of Mr. Wilfred B. Beard, Baron Frederik Mari van Asbeck and Mr. M. R. K. Burge to the families of the three deceased.

II. Composition of the Governing Body

III. Progress of International Labour Legislation

IV. International Administration

V. Publications

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

First Supplementary Report

Procedure for the Appointment of Committees by the Conference

Mr. Waline stated that, as on previous occasions, the Employers' group would not, for reasons of principle, take part in decisions of the Governing Body on this question.

Mr. Borisov reiterated the hope he had expressed in the past that it would soon be possible to dispense with the Appeals Board.

The Governing Body adopted the proposals in paragraphs 3 and 4 of the report.

Second Supplementary Report

Activities of the International Occupational Safety and Health Information Centre (C.I.S.) from 1 October 1966 to 31 December 1967

Lord Collison hoped that centres in other countries would follow the example of the French National Centre, which, as described in paragraph 28 of the report, had published an advertising folder on the C.I.S. for use in a new promotional campaign. Since, as indicated in paragraph 39, only 3.4 per cent. of the persons using the C.I.S. card service were trade unionists, its value should be impressed on trade unions in all countries.

The new occupational health centre to be established in the School of Hygiene and Tropical Medicine of the University of London was likely to rely heavily on the extremely valuable services of the C.I.S. for information it could pass on to trade unions.

Mr. Bergenström joined Lord Collison in praising the work of the C.I.S., which the Employers' group felt had made a considerable impact in the field of occupational safety and health.

The Governing Body took note of the report.

Third Supplementary Report

Publication of a Code of Practice relating to Safety and Health in Forestry Work

The Governing Body postponed consideration of the report to its 172nd Session.

(The sitting closed at 6.15 p.m.)

Approved by the Governing Body at the first sitting of its 172nd Session, held on 31 May 1968.

Roberto Ago.
Chairman.
MINUTES OF THE THIRD SITTING

(Wednesday, 28 February 1968—10.40 a.m.)

The Governing Body was composed as follows:

Chairman: Mr. Ago.

Mr. Abid Ali, Mr. Abualam, Mr. Alejandro, Mr. Améde, Mr. Andriantsahaina, Mr. Balkonyi-Sebestyen, Mr. Beermann, Mr. Bergstrom, Mr. Bolin, Mr. Borisov, Mr. Brunelli, Mr. Carrasco, Mr. Cassim, Lord Collison, Mr. Coffro, Mr. De Bock, Mr. Dimont, Mr. Erdmann, Mr. Ezzedine, Mr. Faujol, Mr. George, Mr. Huenlein, Mr. Haraguchi, Mr. Haythorne, Mr. Kane, Mr. Lee Yen-ting, Mr. López Guevara, Mr. Marre, Mr. Mathieu, Mr. Mbbonjo-Ejiangue, Mr. Möri, Mr. Morris, Mr. Nasr, Mr. Neilan, Mr. Okabe, Mr. Parodi, Sir George Pollock, Mr. Purpura, Mr. Salvié, Mr. Sidibé, Mr. Tabor, Mr. Végh Garzón, Mr. Wajid Ali, Mr. Waline, Mr. Weaver, Mr. Yasseen, Mr. Yllanes Ramos.

Absent: Mr. Davies.

SEVENTH ITEM ON THE AGENDA: REPORT OF THE WORKING PARTY ON THE PROGRAMME AND STRUCTURE OF THE I.L.O.

The Chairman was hopeful that the spirit of good will and co-operation which had borne fruit in the Working Party would also prevail in the discussions on its report in the Governing Body and at the Conference. Any agreement on the report which gave broadly equal satisfaction to all of the groups was likely to provide a sound working basis for the future.

Mr. Bergstrom expressed the cordial thanks of the Employer members to the Chairman and the Office staff, particularly Mr. Jenks, for their valuable assistance to the Working Party. While some sections of the report were satisfactory, the Employer members found it on the whole somewhat lacking in cohesion and difficult to follow. They intended to comment further on it in the course of the discussion.

Lord Collison also wished, on behalf of the Workers' group, to thank the Chairman, Mr. Jenks and the Office staff for their assistance to the Working Party. Apart from one point which they would raise later, the Worker members were in favour of the report and hoped it would prove a useful starting point for further progress.

Mr. Weaver joined in thanking the Chairman, Mr. Jenks and the Office staff for their contributions to the Working Party's achievement and paid tribute to the efforts of previous chairmen, beginning with Mr. Haythorne, who had held office in the year in which the Working Party had been set up. The United States Government endorsed the report.

Mr. Borisov thanked the Director-General and the Office staff for the considerable help they had given the Working Party, particularly in dealing with questions relating to the Conference and the Governing Body. The subjects covered in the report were of crucial importance to the whole future of the I.L.O. and of its main executive organ. He regretted, however, that he associated himself with Mr. Bergstrom's criticism of the report. It was indeed a matter for disappointment that, while the Working Party had reached several important conclusions which might help to enhance the I.L.O.'s effectiveness, it had not followed them up with specific, practical proposals. Such proposals as it had made were couched in obscure terms and did not give satisfactory guidance. Broadly speaking, it was true, each of the three groups now took a more positive and constructive attitude towards change than in the past. Yet the Working Party had found great difficulty in making concrete proposals on how to solve the problems of I.L.O. programme and structure originally referred to in the Director-General's Report to the Conference in 1963, and that, after all, had been its main purpose.

The most important question before the Working Party, and one that it had discussed at length, had been the composition of the Governing Body. Despite the difficulty of the subject, the atmosphere throughout the debate had been one of unfailing co-operation. The recognition of the basic principles set forth in paragraphs 9, 10 and 11 of the report, which could serve as guidelines in future, was one sign of progress. Paragraph 10 acknowledged the Governing Body's key role in co-ordinating I.L.O. activities. Its wording was quite acceptable to the U.S.S.R. Government, which had never wished to weaken the Governing Body's executive functions. At the same time, it had not perhaps made sufficiently clear the pre-eminent role of the General Conference in determining I.L.O. programmes and policies. Paragraph 11, too, stated a cardinal principle, namely that the Governing Body must be representative of the Organisation as a whole, and one of the chief merits of the Working Party's report was its recognition of that principle.

The Working Party had been right to deal separately with the question of Government seats and that of Employer and Worker seats. As regards the former, the pattern of government membership in the Governing Body had changed considerably over the years, as noted in paragraph 17, and the U.S.S.R. Government fully agreed with the statement in paragraph 18 that the Government group was now broadly representative of virtually all parts of the world.

With regard to the question of Members of chief industrial importance, the U.S.S.R. position was well known. Until a majority of the Government members became dissatisfied with the present situation, no change was called for; what really mattered was that seats in the group as a whole should be fairly distributed by region.

The question of Employer and Worker seats had been one of the most difficult before the Working Party. According to paragraph 26, the Employer and Worker members unanimously considered that they represented employers and labour throughout the Organisation. That statement was acceptable if
it meant that each of the two groups considered that it should be as fully representative as possible of employers and labour respectively. Again, the further statement in the paragraph that the Employer and Worker members were chosen in a personal capacity was unexceptionable if it meant that individual members were appointed not merely for their personal qualities but also because of their prominence in major national organisations of employers or workers.

The subsequent paragraphs, which bore witness to the co-operative spirit prevailing in the Working Party, embodied principles of crucial importance. Thus paragraph 27 stressed the need to ensure a composition representative of all parts of the world. The U.S.S.R. Government would have preferred more specific reference to representation of the various economic and social systems in the world. Failing that, however, it welcomed the Working Party’s full endorsement of the broad principle, which was also implicit in the statement in paragraph 11, namely that the Governing Body must represent the Organisation as a whole, and had been recognised by the Workers’ group, as indicated in paragraph 39. It would now be logical, as well as helpful to the Governing Body in carrying out its difficult tasks, to go one step further and ensure fair regional distribution of seats, not just in the Government group but in the other two groups as well. A suggestion to that effect, referred to in paragraph 34, similar to one made by the speaker himself and other government delegates during the discussion on the Director-General’s Report at the 47th (1963) Session of the Conference, had unfortunately not been accepted.

It was encouraging, however, to note in paragraph 45 the Working Party’s hope that continuation of the discussion would lead to a solution. Although the U.S.S.R. Government found no reflection of its views on the subject in the report, it too was hopeful that the good will which had prevailed among the groups in past discussions would continue and eventually produce results. The representatives of the Socialist countries considered measures long overdue to make all groups in the Governing Body more fairly representative of the different regions, so that governments, employers and workers of all countries would be equally associated in the work of the Organisation on an equal footing.

As regards the election of the Chairman of the Governing Body and the chairmen of its committees, the statements in paragraph 48 were acceptable for the time being.

The Working Party had achieved no further progress in its discussion of the relationship between the Governing Body and the Conference. Its recognition, however, recorded in paragraph 50, of the need for full mutual confidence and close co-operation between the two bodies was of prime importance and encouraged the hope that further recommendations concerning their relationship could eventually be made.

Subject to some reservations, the section of the report on the organisation of the Governing Body’s work was acceptable. Reforms could always be carried out in future, as suggested by practical experience. The question of the establishment of a Committee on Technical Meetings, referred to in paragraph 81, could be discussed again later; in the meantime, the Director-General could consult members of the three groups on the subject and report to the Governing Body. In regard to paragraph 82, the U.S.S.R. Government shared the hope that the recommendation of the Governing Body might well be the best way of studying the problems of programme and structure dealt with in the Director-General’s Report to the 47th Session of the Conference. No firm conclusions had been reached, but the hope had finally been expressed in the group that, however problems of programme and structure were studied, sooner or later they would find a solution. That hope had not yet been fulfilled, and many difficulties had been encountered since 1963. Encouraging results had, however, been achieved, and

experience therefore suggested that efforts should continue to settle as soon as possible the few major problems still outstanding. It would then be possible to pursue with the same vigour the many other difficult tasks that faced the Organisation.

Mr. Abualam, endorsing the report, paid tribute to the spirit of understanding that had prevailed in the Working Party, the Chairman's excellent leadership and the assistance of Mr. Jenks and the Office staff. He particularly welcomed the proposal in paragraph 2(e) of the Office paper to include the review of the Working Party's reports in the agenda of the 53rd (1960) Session of the Conference—a proposal which he himself has originally made in the Governing Body at its 170th Session. The report would provide an excellent basis for discussion in 1969. As the year of the 50th anniversary and of the Governing Body elections, however, 1969 was likely to be particularly busy. He therefore hoped that, as at the 47th (1963) Session of the Conference, which had been largely devoted to discussion of the Director-General's Report on programme and structure, a moratorium on resolutions would be generally accepted at the 53rd (1960) Session, which promised to make even heavier demands on delegates' time and energy.

Mr. Mathew congratulated the Chairman, Mr. Jenks and all who had contributed to the Working Party's success in reaching agreement on many difficult questions. While he could endorse both the report and the proposals in the Office paper, he wished to raise three points.

The first concerned the Governing bodies of Members of chief industrial importance, a subject on which the differing views held in the Working Party were set out in paragraphs 20 to 25 of its report. The present system of representation should be judged by its practical results. As noted by the Working Party, a reasonable equilibrium between regions had been achieved among the ten Members of chief industrial importance which, moreover, had a combined population amounting to as much as 58.8 per cent. of the estimated world total. Since the criteria for selecting those ten States, not being prescribed in the I.L.O.'s Constitution, were subject to alteration, at the 1962 review the factors of population, contribution and national income had been given a new weighting of one, three and six respectively. That weighting, however, seemed insufficient for the population factor; the I.L.O.'s aim was, after all, to promote the welfare of as many people as possible throughout the world and the choice of the ten States of chief industrial importance should reflect that. At the next review, consideration might possibly be given to increasing the weighting of the population factor.

Secondly, he shared the hope expressed in paragraph 45 that the discussions concerning certain aspects of employer participation in the I.L.O.'s work would have a satisfactory outcome. The I.L.O. owed its survival and growth over the years largely to its flexibility and capacity to move with the times. In the discussions, therefore, full recognition should be given to the need to adapt the system of employers' representation to existing world conditions.

The third point related to the procedure of the Committee on Freedom of Association. While the Committee had prescribed certain tests to determine the receivability of complaints, he had had occasion, at the 168th Session, to question the Committee's own application of those tests in some cases. The suggestion in paragraph 83 that any proposals for changing its procedure could best be considered by the Committee itself was, however, acceptable, and it was to be hoped that the Committee would at an early date prescribe clear principles to be applied.

Mr. Haythorne joined previous speakers in expressing appreciation of the assistance given by the Chairman and the Office staff to the Working Party and of the spirit of good will which had made substantial progress possible. At the same time, he regretted that political considerations had tended to overshadow certain basic issues which would have deserved to be explored more thoroughly.

Although the fourth section of the report contained some sound proposals on the organisation of the Governing Body's work, the paragraphs on the review of the terms of reference of committees and the relationship of committees to the Governing Body were disappointingly brief. In setting up the Working Party in 1964 the Governing Body had rightly decided that its task should be to determine first the types of programme which the I.L.O. should undertake and then the best structure for implementing them. The Working Party had first agreed on three main programme areas—human resources, conditions of life and work, and social institutions—and the outcome of its work at that stage, though not fully satisfactory, had led to considerable improvement in the internal organisation of the Office.

The Working Party had then tackled the contentious and difficult problems of structure. In so doing, however, it had failed to examine sufficiently in depth the relationship between the Organisation's structure and its programmes, and in particular the suitability of the present system of Governing Body committees as an instrument of programme review. To give one example, under existing arrangements different aspects of the human resources programme might be examined by the Committee on Operational Programmes, the International Organisations Committee, the Financial and Administrative Committee or the Governing Body itself. But neither the Governing Body nor any one of its committees looked at the programme in its entirety. Again, the Committee on Operational Programmes had examined field activities under the conditions of life and work programme, but not the programme as a whole.

Paragraph 78 of the report suggested that, if a biennial budget system were introduced, some of the meetings of the Financial and Administrative Committee during the February-March cycle might be replaced in alternate years by meetings to consider the I.L.O.'s long-term programme. While that would certainly be one possibility, the Working Party might have considered others. It might be possible, for instance, to fit in meetings of standing Governing Body committees set up for each of the three main programme areas, or meetings, say one a year, of three programme subcommittees of the Financial and Administrative Committee.

The Working Party had wisely rejected the Director-General's proposal for the establishment of a Governing Body Committee on Technical Meetings. The functions of such a committee would be better discharged by machinery for dealing with programmes as a whole. A committee on human

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1 See Minutes of the 170th Session of the Governing Body, first sitting, p. 6.
resources, for example, could examine the recommendations of any technical meeting which had dealt with matters in that field. Two of the five technical meeting reports which the Governing Body had on the agenda of its present session could have been submitted to such a committee, and the remaining three possibly to committees for the other programme areas.

While the question of the structure to be established for review of programmes need not be referred back to the Working Party, it warranted thorough discussion by the Governing Body at an early session. The Office might be asked to draft proposals for enabling the Governing Body to assess the development and impact of the three main programmes more effectively.

The Director-General's proposals concerning committees of technical experts and advisory panels, set out in paragraph 97 of the report, were sound and were supported by the Canadian Government. The Worker members' objections, referred to in paragraph 98, seemed not insuperable, and it was to be hoped that the proposals would be studied more thoroughly, as suggested in paragraph 99, and brought back for further discussion.

On the whole the report should be warmly welcomed since it provided an excellent basis for the critical review of many problems. The Canadian Government was in favour of the proposals in the Office paper, particularly that in paragraph 2(e). Since, however, the agenda of the 53rd (1969) Session of the Conference would be heavy, governments, employers and workers should be strongly urged to observe a moratorium on resolutions that year.

Mr. Dumont, while commending the Working Party on its conclusions on the difficult and controversial subjects before it, observed that some of them had given rise to differences of opinion, which were likely to be repeated when the Working Party's reports came up for review by the Conference.

As regards the composition of the Governing Body, his Government attached great importance to fair geographical rotation of seats, not only in the Governing group, but also, so far as possible, in the other two groups. It supported the Working Party's proposal for an increase in the number of deputy members in all three groups, as well as the principles of fair geographical rotation in the election of the Chairman of the Governing Body and fair geographical distribution of committee chairmanships, which the Working Party had also endorsed and which were essential in any international organisation.

While the section of the report on the organisation of the Governing Body's work was satisfactory, it might have been useful to accept the proposal to set up a Committee on Technical Meetings. That matter—as well as the question of the method of appointment to committees of technical experts and advisory panels—might be taken up again later.

Finally, he supported the proposals in paragraph 2 of the Office paper, particularly that in subparagraph (e).

Mr. Babowyi-Sebestyén stressed his Government's considerable interest in the Working Party's report, which it regarded as of crucial importance to the future of the I.L.O. In supporting the proposals in paragraph 2 of the Office paper, he expressed his appreciation to the Chairman and members of the Working Party for their efforts to reach agreement on several important questions.

As regards the organisation of the Governing Body's work, the Working Party had reached certain conclusions on the basis of the Director-General's proposals, and it was to be hoped that a satisfactory solution could be found to the few that remained.

One important problem on which the Hungarian Government was particularly anxious for agreement was that of ensuring fair distribution of seats in each of the three groups. While the Working Party's extended discussion gave reasons for hope, no formal agreement had yet been worked out.

Finally, he fully endorsed the Working Party's proposal that its reports should be submitted to the Conference in 1969.

Mr. Bergström, expressing the Employers' agreement with Mr. Borisov on the crucial importance to the I.L.O. of the questions the Working Party had examined, particularly those relating to the composition of the Governing Body, urged a realistic approach towards them. He asked that the Governing Body, in approving the conclusions in the report, as recommended in paragraph 2 of the Office paper, should specify that it approved them subject to the comments and reservations made during the discussion.

As regards the composition of the Governing Body, where, Mr. Borisov had not time to go into certain matters more thoroughly, particularly the important question of the relationship of committees to the Governing Body, to which Mr. Haythorne had referred. Those matters should receive further consideration, as should that of the method of nominating Employer and Worker members to technical experts and advisory panels; in that respect, the Employers shared the hope expressed by Mr. Borisov.

Finally, they supported both the proposal in paragraph 100 that the Conference should have an opportunity at its 53rd Session to review the Working Party's reports as a whole and the suggestion in paragraph 107 that delegates should exercise restraint in submitting resolutions at that session.
Mr. Mbonjo-Ejangue recalled that at the 168th Session, when the Governing Body had examined the Working Party’s fourth report, several members had supported a suggestion that the Governing Body should merely take note of that report, rather than approve it, since it had revealed a wide divergence or views on many subjects and contained no specific proposals. Rejecting that suggestion, the Governing Body had finally decided to approve the fourth report subject to the comments and reservations made in the course of the discussion. As Mr. Bergenström had observed, that formula seemed to express the Governing Body’s attitude in regard to the present report, and it was quite acceptable.

He welcomed the progress which the Working Party had achieved since its fourth report towards solving certain problems. As regards the composition of the Governing Body, he wholeheartedly endorsed the principle of fair geographical distribution of seats. He wished, however, to comment, further on the subject of States of chief industrial importance, concerning which the majority of the Working Party’s members had recommended that the present situation should remain unchanged, as indicated in paragraph 25 of the report. At its second sitting the Governing Body had taken note of the Director-General’s Report, which contained information on ratifications or acceptances of Instruments Nos. 1, 2 and 3 for the amendment of the I.L.O. Constitution. Instruments Nos. 1 and 3, it appeared, had been ratified or accepted by only four Members of chief industrial importance out of the five required under article 36 of the Constitution. Instrument No. 2, which was directed against a declared policy of racial discrimination such as apartheid and so of vital concern to the I.L.O., had been ratified or accepted by only one such Member. Thus, for want of action by five out of the ten Members of chief industrial importance, those instruments would remain a dead letter even if two-thirds of the remaining Members ratified or accepted them. While those ten Members could not of course be expected to renounce their status and while the criteria for selecting them did not, the I.L.O. had a duty to see that its aims were not frustrated by their inaction. It should therefore focus greater attention on the subject.

As regards the subject of Employer and Worker groups in the Governing Body, he fully supported the views expressed in paragraph 26 and noted the striking similarity between paragraphs 40 and 43; each of the groups considered that its members represented employers and labour respectively throughout the world and that they must therefore enjoy the confidence of their respective electoral colleges as a whole. He felt sure that the members of the groups were familiar with the special needs of all parts of the world. In paragraph 45 the Working Party had merely expressed satisfaction that discussions had taken place; they were likely to continue for some time, however, before leading to a successful outcome.

He was in favour of the proposal to increase the number of deputy members from ten to 12 and hoped that in appointing them due heed would be paid to fair geographical distribution.

While the report rightly acknowledged, in paragraph 50, the vital importance of full mutual confidence and close co-operation between the Conference and the Governing Body, the pre-eminence of the former over the latter should not be forgotten; as stated in paragraph 10, the Governing Body’s role lay in co-ordinating the activities of the Organisation.

The standard programme of meetings recommended in the section on the organisation of the work of the Governing Body showed some improvement over past arrangements, but the length of sessions could still be considerably reduced.

As regards the relationship between the Governing Body and its committees, it should be stressed that the committees provided merely a workshop for drawing up recommendations to the Governing Body, which retained full discretion to approve or to reject them.

The six points set out in paragraph 89 concerning the distribution of working papers for the Governing Body were to be commended, and no doubt the Office would do its utmost to make papers available in good time.

He supported the proposal in paragraph 100, since discussion of the Working Party’s reports at the Conference would doubtless focus attention on points which had not yet been given sufficient emphasis. Discussion promised to be difficult, the more so because the Working Party had been unable to take a definite stand on many questions; but it would be invaluable in paving the way for further progress.

Mr. Siddibé also complimented the Working Party on its report. Subject, however, to any further reservations his Government might express at a later stage, he wished to comment on some of the Working Party’s conclusions.

First, while the present composition of the Governing Body should be maintained so far as possible, changes were called for to take account of new conditions in the world and to meet the growing desire of the developing countries, particularly those in Africa, to contribute to the work of the Organisation. Owing to the many accessions to independence which had occurred since 1960, 37 African countries were now members of the I.L.O. and organisations in the United Nations system. Those countries felt that, if they were to assume their new responsibilities, member States must be represented more democratically on the Governing Body; Government seats must be filled not only on the basis of fair geographical distribution but also entirely by election. The same principles should apply to appointment of the new deputy members proposed in paragraphs 46 and 47 of the Working Party’s report. The present practice of assigning permanent seats to the ten Members of chief industrial importance was, to say the least, an anachronism and, if not abandoned, might retard the I.L.O.’s progress.

The second point related to the qualifications of Governing Body members. It would be mistaken to pretend that only a few members from a few countries were well enough qualified to carry out the Governing Body’s work. Since members of all three groups had always been appointed with due regard to their personal qualifications, the work of the Governing Body and its committees could very well be distributed so as to enable all members to make their contribution.

Thirdly, the frequency and duration of meetings caused the African countries some anxiety, as they had often pointed out. Particularly south of the Sahara there was a serious lack of technical staff, and such as there were bore heavy responsibilities. Anything which took such staff away from home for unduly lengthy periods delayed their work on behalf of their own countries. The African countries had gained the impression from their brief experience of work in the Governing Body and its committees that the duration of meetings could be greatly shortened.
through more efficient organisation. Debates in committee, for example, often went into such technical details that repetition in plenary was quite superfluous. African members felt that precisely because Governing Body members were so well qualified it could easily be avoided. If African members were to shoulder more of the responsibilities of the I.L.O.'s work, some solution to this problem must be found.

Finally, as regards committees of technical experts and advisory panels, the African Government members were anxious that appointments should be made, if not in agreement, then at least in close consultation with the governments concerned.

The discussion was adjourned to the following sitting.

(The sitting closed at 1.05 p.m.)

Approved by the Governing Body at the first sitting of its 172nd Session, held on 31 May 1968.

Roberto Ago,
Chairman.
MINUTES OF THE FOURTH SITTING

(Wednesday, 28 February 1968—4.55 p.m.)

The Governing Body was composed as follows:

**CHAIRMAN:** Mr. Ago.

Mr. Abid Ali, Mr. Abualam, Mr. Alejandrino, Mr. Andriansitohaina, Mr. Beermann, Mr. Bergenström, Mr. Bolin, Mr. Borissov, Mr. Brunet Cells, Mr. Carrasco, Lord Collison, Mr. Coppi, Mr. Erdmann, Mr. ben Ezzedine, Mr. Faupl, Mr. Georget, Mr. Haraguchi, Mr. Haylhorne, Mr. Hernandez, Mr. Horányi, Mr. Kane, Mr. Lee Yen-ping, Mr. López Guevara, Mr. Marre, Mr. Mathew, Mr. Mbonjo-Ejangue, Mr. Möri, Mr. Morris, Mr. Nasr, Mr. Neilan, Mr. Okabe, Mr. Parodi, Sir George Pollock, Mr. Purpura, Mr. Salvi, Mr. Siddibé, Mr. Tabor, Mr. Végh Garzón, Mr. Wajid Ali, Mr. Waline, Mr. Weaver, Mr. Yasseen, Mr. Ylanae Ramos, Mrs. Zaefferer de Goyeneche.

Absent: Mr. Amedé, Mr. Cassim, Mr. Davies.


Mr. Bukhari, while recognising that the report was an important and skillfully drafted document, reserved his Government's position on it.

Mr. Rifaat, who had been a member of the Working Party as originally constituted, expressed satisfaction at the successful outcome of its work. The Working Party was to be commended for having produced, under the wise and experienced guidance of its Chairman and with the help of Mr. Jenks and other members of the staff, a report which, though modest, was constructive and forward-looking and which, as was desirable, it was then to concentrate mainly on questions of programme, it was important to make further progress this year towards bringing the I.L.O.'s structure into line with its responsibilities and with current world requirements, on the basis of the recommendations now before the Governing Body. The first requirement for this was that all Governing Body groups and committees should be truly representative.

Mr. Möri observed that it was only natural that, in dealing with the complex issues before it, the Working Party had had to be content with compromise solutions which did not satisfy everyone. The question at present was whether or not the Conference was to have an opportunity of reviewing all the Working Party's reports at its 53rd (1969) Session. That would clearly be impossible if the many points raised during the present debate were to be taken into account, since it would mean calling further meetings of the Working Party.

Mr. Alejandrino joined in the congratulations to the Chairman and members of the Working Party.

With respect to Part II of the report, he fully agreed that the Governing Body's effectiveness depended on the confidence and support it enjoyed from member States, which in turn depended on the extent to which its composition was broadly representative of the I.L.O. membership. The report indicated that, so far as the Government group was concerned, the distribution of seats had improved in recent years, to the point where the group was now sufficiently representative and no change in the method of selecting Government members seemed called for.

The allocation of a fixed number of seats to countries of chief industrial importance, though undemocratic in theory, seemed justifiable in practice since those countries, in addition to representing nearly 60 per cent. of the world population, contributed nearly 70 per cent. of the I.L.O. budget, and the Organisation could only function effectively if it had sufficient funds. In other specialised agencies, while no formal provision was made to reserve seats on the executive bodies for major contributing States, those States were in practice assured of permanent seats through the regular elective process.

The method of choosing the regular Employer and Worker members of the Governing Body should be determined by the majority will of each group.

The recommendation that the number of deputy members of the Governing Body should be increased from ten to 12 for each of the three groups was
acceptable. As the report indicated, that would merely entail an amendment to the Standing Orders and an increase in the corresponding budget credit.

He supported the principle of fair geographical rotation in the selection of the Chairman of the Governing Body and the chairmen and reporters of its subsidiary bodies, as well as the suggestions and recommendations in sections III and IV of the report.

Mr. Waline, endorsing the remarks previously made by Mr. Bergenström, observed that the Working Party's conclusions could be clearly understood only if paragraphs 26 to 45 were considered as a whole.

With respect to the discussions with the Employers' delegates to the Conference from Eastern European countries, referred to in paragraph 44 of the report and over which he had presided, he explained that there had been a very frank exchange of views concerning certain speeches made at plenary sittings of the Conference and the work of Conference committees. There had also been some mention of Industrial Committees and, incidentally, of the Governing Body. However, the discussions had hinged mainly on the problem mentioned at the end of paragraph 44, i.e. "the extent to which all the members of the Employers' group, as employers, are in a similar position and have common interests in their respective countries". Those participating had sought to make clear the nature of their relationships with their constituents as well as with other parties, such as governments and trade unions, in order to dispel any false impressions and, above all, to determine how far they were truly independent of such other parties. The problem had already been mentioned in the Working Party's third report, submitted to the Conference in 1966.

The discussions had been worthwhile, and it was to be hoped that they would continue, because only closer acquaintance could promote better understanding and breed confidence. As pointed out in paragraph 37 of the report, it was essential that persons elected to serve on the Governing Body should enjoy the confidence of their electors.

The Chairman remarked that Mr. Waline had touched on a point of cardinal importance, which he himself had consistently stressed in the Working Party in the hope that the discussions just mentioned would continue and eventually succeed.

Mr. Gros Espanièr congratulated the Working Party on its detailed coverage of many complex questions in relatively few pages. The report should be submitted to the Conference as quickly as possible, together with the documentation on which it was based.

Most of the report was an elaboration of the general principle laid down in paragraph 11, which he fully supported, namely that "the Governing Body can command the general confidence necessary for the effective discharge of its responsibilities only to the extent that it is representative of the Organisation as a whole". The related statement, in paragraph 18, that "the Government group of the Governing Body is now broadly representative of virtually all parts of the world", while it might be said to have relative validity, having regard to the complexity of the current world political situation, expressed a cardinal principle which should be consistently upheld, and which meant in particular that fair geographical rotation should be observed in the election of the Chairman of the Governing Body, as recommended in paragraph 48.

He supported the proposals in paragraph 2 of the Office paper, with the amendment suggested by Mr. Bergenström.

Mr. Åström, as the representative of the only one of the 17 European States mentioned in paragraph 19 which had secured a seat on the Governing Body —and a deputy seat at that—observed that he could speak only for Sweden and the Nordic countries generally, and accordingly hoped that the other countries referred to in paragraph 19 would in future have a spokesman in the Governing Body. While he could support the recommendation that the number of deputy members should be increased from ten to twelve for each of the three groups, its adoption would mean that the Employers' and Workers' groups would still have proportionately more deputies than the Government group. Even if account were taken only of the 14 elective Government members, there would still be room for a further increase in the number of Government deputy members.

The Working Party had made a number of excellent suggestions for reducing the workload of the Governing Body. The latter at present spent too much time discussing the reports of technical meetings, and it would be desirable, as the Director-General had suggested, for such reports, as well as questions relating to the composition and agenda of technical meetings, to be dealt with by a Governing Body committee. However, it seemed unnecessary to establish a new committee, and it might indeed be useful at some stage to consider the possibility of reducing the number of Governing Body committees by amalgamating some of them.

It was somewhat surprising that the Working Party had not devoted more attention to the frequency of Governing Body sessions. Though a reduction in frequency might raise some difficulties, it was a matter which should be considered if the Governing Body approved the proposal of the Financial and Administrative Committee on the adoption of a biennial budget, concerning which he had certain reservations which he would present at the proper time.

He supported the proposals in paragraph 2 of the Office paper.

Mr. Lee also supported those proposals. Although the Governing Body was already large by comparison with the executive bodies of other organisations, the tripartite character of the I.L.O. and the continued increase in its membership justified the proposed increase in the number of deputy members.

The Working Party had done well to recommend a standard programme of meetings for the Governing Body and its committees. This would shorten the duration of Governing Body sessions and thus help to maintain the present high level of representation.

The Director-General's proposals regarding the appointment of committees of technical experts and advisory panels, mentioned in section V of the report, were interesting and merited further consideration by the Governing Body.
Mr. Hill, joining in the tribute to the chairman and members of the Working Party, considered that the report under discussion was one of the best of all the Working Party's sound and well-balanced reports. Though as yet unaware of his Government's reactions to the report, he could subscribe, by and large, to the views expressed by the Government representatives of Canada, India, the Philippines and Sweden.

The Working Party had undertaken its review of programme and structure at a time when the I.L.O. was undergoing major changes: new methods of budgetary management had been introduced; there had been a striking development of programmes; and the first steps had been taken towards decentralisation. The Working Party could hardly have been expected to foresee and provide for the new situations which would arise as a result of those changes. Their impact would, however, be making itself felt by the time the Conference came to consider the Working Party's reports. In particular, it was to be expected that the implementation of the decentralisation policy would necessitate some adjustments in the programme and structure of the Organisation and the pattern of I.L.O. meetings. The Australian Government accordingly proposed to review the Working Party's reports carefully prior to the 53rd (1969) Session of the Conference, with a view to making suggestions at that time concerning such adjustments and further steps towards decentralisation.

Mr. Yllanes Ramos expressed satisfaction at the high level of the Governing Body's discussion on the report. It was noteworthy that all the Working Party's reports had stressed the need to maintain the tripartite structure of the I.L.O.

In the case of the Governing Body, while the system of government representation provided both for elective seats and for seats to be allocated to States of chief industrial importance, and while Government representatives spoke only for their own governments, the position with respect to the Employers' and Workers' groups was different in that the Employer and Worker members of the Governing Body, who were elected by the Employers' and Workers' delegates to the Conference, did not, as was pointed out in paragraphs 26 and 27 of the report, represent the employers and workers of their own particular country or region but employers and labour generally within the meaning of the Constitution.

That position, which was based on the Constitution, must remain inviolate. No speaker had in fact called for a change in the Constitution, nor, it was gratifying to note, had anyone either suggested changing the present system in order to increase the number of members of committees of technical experts and advisory panels as set out in paragraph 40 of the report. So far as the second sentence of paragraph 27 was concerned, the Workers considered that they had in fact already achieved in their group a proper representation of all parts of the world.

He heartily endorsed Mr. Waline's remarks on the question of confidence. Since, as indicated in paragraph 40, every Worker member of the Governing Body represented workers all over the world, each must enjoy the confidence of his group as a whole. As pointed out in paragraph 41, the Workers had opposed the further definition of detailed methods of representation in the Constitution or the Standing Orders, which would violate the principle of group autonomy.

The Workers accepted the principle of geographical rotation affirmed by the Working Party in its report of 22 February 1967 with respect to the election of the President of the International Labour Conference and restated in paragraph 48 of the report now under discussion in regard to the Chairman of the Governing Body and the chairmen of its committees. However, "rotation" was the keyword here. As pointed out in paragraph 48, there was no bar to the election to any such office of any member of any group, and the Governing Body could very well decide to elect an Employers' or Workers' representative to any of these posts.

The Workers' views concerning the method of nomination of members of committees of technical experts and advisory panels were set out in paragraph 98.

As Mr. Haythorne had observed, the Working Party's review of programme and structure was by no means exhaustive, although paragraphs 62 and 82 did give some indication of possible future action by the Committee on Operational Programmes. The Governing Body, aided by its committees, should retain full control over programming, especially now that the adoption of a biennial budget was being proposed. Moreover, while there was clearly a link between the I.L.O.'s programme and its budget, the two matters should be considered separately.

The Workers had drawn attention in the Working Party to the need for flexibility in applying the standard programme of Governing Body meetings laid down in paragraph 76 pending the 1969 elections, when it would be possible to select the Workers' representatives on the newly constituted committees having due regard to the requirements of the standard programme.

The Workers supported the recommendation in paragraph 100 of the report and the suggestion in paragraph 101. It was his understanding that, if the Governing Body adopted the proposals in paragraph 2 of the Office paper, thus approving the Working Party's conclusions, the necessary steps would be taken, as indicated in paragraph 47, with a view to increasing the number of deputy seats on the Governing Body.

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1 See above, third sitting, p. 17.
2 Ibid., p. 19.
The Workers wished to thank the two members present—Mr. Ago and Mr. Haythorne—who had done such fine work as Chairman of the Working Party and to express appreciation to Mr. Kaplansky, who had been the Workers’ original spokesman in its debates.

Mr. Sheldov, while recognising that some parts of the report—for instance paragraphs 11, 18 and 48—reflected a positive approach, regretted that little progress had been made in respect of many important matters.

In the first place, though it had twice considered the relationship between the Governing Body and the Conference, the Working Party had failed to recognise explicitly the Conference’s status as the supreme I.L.O. organ.

Moreover, though attention had repeatedly been drawn, both at the Conference and in the Governing Body, to the need to ensure equal rights for all member States and all delegates, the position as regards the election of members of the Governing Body was still not satisfactory. Whereas, as indicated in paragraph 39, the Workers’ group recognised the importance of a broad representation of all parts of the world, the Employers, while claiming to represent employers all over the world, continued in fact to discriminate against employers’ representatives from the Socialist countries. Continued delay in settling this problem might adversely affect the whole future of the Organisation.

He supported the proposal that the Working Party’s reports should be reviewed by the Conference at its 53rd session (1969) and reserved his Government’s right to state its views more fully at that time.

Mr. Marre considered that the report struck the best possible balance between the different points of view expressed in the Working Party and supported the proposals in paragraph 2 of the Office paper. In order that the Conference might have a constructive and forward-looking debate on the Working Party’s reports at its 53rd session (1969), delegates should, as suggested in paragraph 101 of the report, be able to make their own decisions, free from any outside pressure. That did not, of course, absolve each member as an individual from the duty of speaking his own mind, nor need it prevent one group from offering advice to another, provided it did not infringe its freedom of decision.

The increasing length of Governing Body sessions raised a serious problem by requiring the extended presence of members in Geneva, to the detriment of their work at home. Those who lived a long way from Geneva could not go home during the entire period covered by the May-June session of the Governing Body and the Conference. The problem deserved closer scrutiny, as did that of making more time available for group discussions.

In connection with paragraph 82 of the report, which referred to the forthcoming review of the terms of reference of the Committee on Operational Programmes, there was a widespread feeling in the Workers’ group that the Committee’s supervisory role in regard to operational programmes should be strengthened, and that it should go on meeting twice a year.

It might be useful for the Working Party to draw up a comprehensive review of its work, taking into account the views expressed in the Governing Body, preparatory to the 1969 Conference debate.

Mr. Parodi associated himself in the thanks addressed to the Chairman.
Paragraphs 26 to 45 of the report related to the most difficult problem that had faced the Working Party—that of the Employer and Worker seats on the Governing Body. The essence of it, as indicated in paragraph 27, was how to combine the three essential I.L.O. principles of tripartism, group autonomy and fair geographical representation. This section of the report had been drafted very carefully, and paragraphs 44 and 45 held out some hope for the future, which the statements of certain speakers had appeared to confirm. Any attempt to revise the text would jeopardise all that the Working Party had achieved and all hope of making further progress at the Conference in 1969. The report should therefore be communicated to the Conference as it stood, together with the comments and reservations made in the Governing Body, as had been proposed.

The Chairman felt that the discussion on the report—one of the most frank, moderate, constructive and encouraging discussions which he had witnessed during his 20 years' membership of the Governing Body—augured well for the more far-reaching and conclusive debate that was to take place at the Conference. It was to be hoped that that debate would be marked by the same spirit of candour that had prevailed throughout the Governing Body's discussion.

The Governing Body adopted the proposals in paragraph 2 of the Office paper, with the addition of the words “subject to the comments and reservations made in the course of the discussion” at the end of subparagraph (a).

TWENTIETH ITEM ON THE AGENDA: REPORT OF THE DIRECTOR-GENERAL (concl.) 1

FIFTH SUPPLEMENTARY REPORT

Progress Report on Action Taken as Regards the Ratification of the International Labour Conventions concerning Human Rights in Pursuance of the Appeals of the International Labour Conference

Mr. Mori, for the Worker members, observed that all I.L.O. Conventions concerned human rights. It would therefore be preferable to use some such term as “basic Conventions” to designate those mentioned in the report.

The Chairman commented that, since 1968 was the International Year for Human Rights, it seemed appropriate to lay special stress on certain essential Conventions.

The Governing Body took note of the report.

SIXTH SUPPLEMENTARY REPORT

Participation of Non-Metropolitan Territories as Observers in the 52nd (1968) Session of the International Labour Conference

Mr. Morgan indicated that other non-metropolitan territories in the Caribbean area might submit requests similar to those of Grenada and St. Lucia and asked the Governing Body to authorise in advance the acceptance of such requests.

The Governing Body agreed that Grenada and St. Lucia should be invited, through the United King-
the French Government, he was particularly gratified to note that Mr. Blanchard, who had been entrusted with the difficult task of establishing and developing an entirely new service within the I.L.O., had accomplished that task to the Director-General's satisfaction and had now been rewarded through the decision just communicated to the Governing Body.

The Chairman associated himself in the views expressed by previous speakers. Mr. Blanchard, who was absent on an important mission, would certainly be glad to learn of the Governing Body's warm approval of his promotion.

Mr. Blanchard, whom the speaker had known for many years, had been one of the most active officials of the International Refugee Organisation, which had performed a particularly difficult and urgent humanitarian task. His capacities had further developed during his service with the I.L.O., where he had always been concerned with operational activities, and it was thanks to him that a number of delicate problems connected with the establishment of the Turin Centre had been solved. Mr. Blanchard would certainly prove a worthy member of the magnificent team which guided the destinies of the I.L.O.

Mr. Borisov extended warm congratulations to Mr. Blanchard—whose many personal qualities included energy, tact and an ability to maintain good relations—and wished him every success in his new post. The Director-General had made a wise choice.

It seemed appropriate, however, to draw attention to an important question, namely the need at all levels within the Office, including that of the Directorate, for specialists with an intimate knowledge of the problems of the Eastern European countries. It was to be hoped that this question would soon be settled. The presence of such a specialist in the Directorate would certainly help the Director-General to deal effectively with the problems of the Eastern European countries, which had a very large workforce and a very high level of productivity.

The Governing Body took note of the report.

(The sitting closed at 6.55 p.m.)

Approved by the Governing Body at the first sitting of its 172nd Session, held on 31 May 1968.

Roberto Ago,
Chairman.
MINUTES OF THE FIFTH SITTING
(Thursday, 29 February 1968—10.15 a.m.)

The Governing Body was composed as follows:

CHAIRMAN: Mr. Ago.

Mr. Abid Ali, Mr. Abualam, Mr. Alejandro, Mr. Amede, Mr. Andriantsitohaina, Mr. Bergstrom, Mr. Bolin, Mr. Bordadyn, Mr. Brunelli, Lord Connson, Mr. Coppo, Mr. ben Ezedine, Mr. Faupl, Mrs. Gallo de Muller, Mr. George, Mr. Haenlein, Mr. Haraguchi, Mr. Horanyi, Mr. Kane, Mr. Lawyer, Mr. Lee Yen-ping, Mr. Lopez Guevara, Mr. Mainwaring, Mr. Mathew, Mr. Mbonjoejangue, Mr. Miller, Mr. Morgan, Mr. Mor, Mr. Nasr, Mr. Neilan, Mr. Okabe, Mr. Parodi, Mr. Purpura, Mr. Salvi, Mr. Schlotfeldt, Mr. Sidibe, Mr. Tabor, Mr. Végvár Garzón, Mr. Wajid Ali, Mr. Waline, Mr. Weissenberg, Mr. Yassen, Mr. Yllanes Ramos, Mrs. Zaefferer de Goyeneche.

Absent: Mr. Cassim, Mr. Davies.

THIRTEENTH ITEM ON THE AGENDA: REPORT OF THE COMMITTEE ON INDUSTRIAL COMMITTEES

Mr. Haenlein, as Chairman of the Committee, drew attention to two matters on which it had been unable to reach unanimity: the technical items for the agenda of the Eighth Session of the Iron and Steel Committee, on which a majority decision had been taken by votes; and certain problems connected with industrial meetings, further consideration of which had been postponed until the 173rd (November 1968) Session of the Governing Body in the hope that there would be fruitful consultations in the meantime.

Mr. Faupl, on behalf of the Worker members, urged the Governing Body to adopt without a vote the majority recommendation concerning the agenda for the Eighth Session of the Iron and Steel Committee, on which a majority decision had been taken by votes; and certain problems connected with industrial meetings, further consideration of which had been postponed until the 173rd (November 1968) Session of the Governing Body in the hope that there would be fruitful consultations in the meantime.

Mr. Fennema, for the Employers, pointed out that the Committee's decision to postpone further consideration of certain problems relating to industrial meetings had been based on a proposal made by the Workers members and supported by the Employers. Despite Mr. Faupl's statement, recorded in paragraph 72 of the report, that "it was preferable to try to work out an agreement rather than to force decisions", the decision concerning the agenda for the Eighth Session of the Iron and Steel Committee had been forced on the Employers, who remained strongly opposed to the two agenda items recommended in paragraph 31 on the ground that they related to general problems, which were a matter for the International Labour Conference, not for an Industrial Committee.

The tendency of each Industrial Committee to act as if it were a miniature International Labour Conference—to which the Committee had drawn attention in its very first report, submitted to the Governing Body at its 104th (March 1948) Session—was still apparent. As indicated in the document for the guidance of Industrial Committees, the latter should concentrate their work on concrete questions pertaining to their respective sectors.

I. Composition of the Second Tripartite Technical Meeting for Mines Other than Coal Mines: Possible Addition to the List of Countries to Be Invited

Mr. Purpura reminded members that Italy's request to be added to the list of countries to be invited to the tripartite technical meeting had been motivated by the importance of the Italian mining industry and the keen interest of the employers' and workers' organisations in his country in the meeting. He thanked those who had supported the request and hoped the Governing Body would adopt the Committee's favourable recommendation on the matter.

The Governing Body adopted the recommendation in paragraph 10 of the report.

II. Meetings of Industrial and Analogous Committees in 1969: Technical Items for the Agenda of the Eighth Session of the Iron and Steel Committee

Subject to the reservation of the Employers' group, the Governing Body adopted the recommendation in paragraph 31 of the report.

III. Tripartite Technical Meeting for the Woodworking Industries: Effect to Be Given to the Conclusions of the Meeting

The Governing Body adopted the recommendations in paragraphs 37, 46, 56 and 63 of the report.

IV. Advisory Committee on Salaried Employees and Professional Workers: Effect to Be Given to the Conclusions of the Sixth Session

Mr. Weissenberg, who had been the Worker member of the Governing Body delegation to the Sixth Session of the Advisory Committee, drew attention to the latter's request, in its resolution No. 69, that the first meeting of the Joint Committee on the Public Service should be convened not later than 1969.

Mr. Bukhari, referring to the Advisory Committee’s resolution (No. 59) concerning emigration of professional workers from developing countries, felt that there was a need for a thorough investigation of the causes of this “brain drain”, which could best be checked by creating adequate employment opportunities in the home country.

The Governing Body adopted the recommendation in paragraph 65 of the report.

V. Textiles Committee: Invitation of International Non-Governmental Organisations to the Eighth Session

The Governing Body adopted the recommendation in paragraph 68 of the report.

VI. Review of Problems Connected with Industrial Committee Sessions and Other Industrial Meetings of Various Kinds

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

FOURTEENTH ITEM ON THE AGENDA: REPORT OF THE COMMITTEE ON OPERATIONAL PROGRAMMES

Mr. ben Ezzedine, who, in the absence of the Committee’s Chairman, had alternated with Mr. Nasr in presiding over its debates, hoped the Governing Body would adopt the recommendation in paragraph 77 of the report.

The Workers thanked Dr. Ammar for assisting the Committee in Mr. Blanchard’s absence and were grateful for the papers prepared by the Office, especially the topical and objective paper on I.L.O. technical co-operation activities relating to conditions of work and life. They had been disturbed to note from that paper that between 1950 and 1965 only 6.9 per cent of the total number of experts assigned to I.L.O. projects had been engaged in activities relating to conditions of work and life. It had been explained that such activities had secured only a minor place in the I.L.O. technical co-operation programme because governments of developing countries gave top priority to projects which promoted economic development. Was the improvement of conditions of work and life not a factor in economic development, and was the latter thought to consist solely of sporadic efforts to create jobs? Surely, on the contrary, economic development was a whole complex of activities whose common objective was to reshape the destiny of man, and action to improve living and working conditions therefore played a very important part in the development process.

There was ample evidence of this. For example, the Tunisian social security administration, in addition to fulfilling its original social function, had in recent years invested very large sums in bonds for the purchase of capital equipment and in major industries such as those producing cellulose and sugar. In a somewhat different manner, occupational safety and health measures, whose primary purpose was to improve conditions of work, also contributed to economic development by reducing the time lost to the national economy through occupational accidents and diseases.

It was of course true, as the Director-General had stated in the Financial and Administrative Committee, that the I.L.O. could not concern itself exclusively with conditions of work and life. However, as an organisation established to deal with world social problems, the I.L.O. could only preserve its identity and continue to justify its existence by giving conditions of work and life their rightful place in its over-all programme. It was therefore to be hoped that the budget proposals for the 1970-71 period would reflect an effort to correct the present imbalance.

As regards the second item on the Committee’s agenda—the I.L.O. technical co-operation programme in the field of rural development—the Workers approved the I.L.O.’s activities and were fully aware of the difficulties which had to be faced. Rural development called for a concerted effort by several international organisations, under I.L.O. leadership, and much caution, patience and determination would be needed to solve the many problems arising in this field.

The report did not adequately reflect the Committee’s discussion on its third agenda item—criteria to govern the I.L.O. technical co-operation programme under the regular budget—especially in regard to the Workers’ suggestion that project requests prepared in consultation with employers’ and workers’ organisations should be given priority. The report should have indicated that such suggestion had been supported by the Employers and by some Government representatives, in particular those of France and the U.S.S.R. The Workers were not questioning the principle that only governments could submit projects. However, technical assistance was a means to an end, and projects on which employers’ and workers’ organisations had been consulted obviously carried a better guarantee of success. The Office should take account of the Workers’ suggestion in the paper to be submitted to the Committee at its November meeting as a basis for further consideration of criteria.

Mr. Nasr remarked that the Committee on Operational Programmes was not always fully manned; that made it necessary for the Governing Body to give more detailed consideration to questions of technical co-operation.

In its report whose conclusions had been approved by the Governing Body at its previous sitting, the Working Party on Programme and Structure had suggested that the Committee on Operational Programmes should itself review its terms of reference, and that review was to be undertaken at the November meeting of the Committee. The latter should avoid abstract discussion and seek to determine its future role and objectives on the basis of its experience to date. The usefulness of the Committee’s work was reflected in the papers submitted to it for consideration at its recent meetings, which had drawn attention to both the successes and the shortcomings of the I.L.O.’s technical co-operation activities and had shown a growing desire on the part of the Office to co-operate with the Committee in improving their effectiveness. This welcome trend had certainly been inspired by Mr. Blanchard and Mr. Ammar, to whom he expressed gratitude.

Mr. ben Ezzedine had stated the Workers’ opinion that there was an imbalance in the over-all I.L.O. programme. Views diverged on this subject, and indeed it would be difficult to determine what was a correct balance. In fact the actual percentage of resources devoted to each of the major programmes

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2 See below, Appendix XIV.
mattered little. The important thing was that all programmes, including those carried out in co-operation with the United Nations with a view to promoting economic development, should have due regard to conditions of work and life and aim at raising living standards generally. Economic questions and social questions were so closely inter-related as to be inseparable.

The success of the rural development programme would depend on the recognition of rural development as an integral part of national development. That involved a need for co-operation at three levels: within the Office, with national governments and the rural development and rural social institutions, and with international organisations and others. The co-ordination of all these activities was inseparable. The important thing was that all fields of technical co-operation; at the national level, the urban population and institutions should be associated with rural development efforts because, as indicated in paragraph 40 of the report, urban and rural development problems were indissolubly linked; and there should be co-operation between all international organisations which provided assistance in rural development.

As Mr. ben Ezzedine had indicated, the question of criteria was to be further discussed by the Committee at its November meeting. It was to be hoped that at that time, on the basis of the record of the discussion at the last meeting—as supplemented by Mr. ben Ezzedine's remarks—and of such advice as members of the Governing Body might wish to offer, the Committee would be able to draw up precise criteria for the future work of the Office. These should provide for co-operation with all interested parties—especially employers' and workers' organisations—interested in the rural development of the developing countries, which were most directly concerned with the I.L.O. technical co-operation programme and should benefit by it.

Mr. Solomon concurred in Mr. ben Ezzedine's remarks and expressed the strong support of the Confederation of Ethiopian Labour Unions for the I.L.O.'s technical co-operation activities. The need to associate workers' organisations with these activities should be taken account when the question of the criteria to govern the I.L.O. technical co-operation programme under the regular budget was further discussed. Efforts should be made to establish a more appropriate balance in the over-all programme, having due regard to the importance of conditions of work and life.

As regards rural development, the report had rightly stressed that this was one of the bases for over-all development of the developing countries.

Mr. Végh Garzón commended the report, especially the section on rural development, a field in which the I.L.O. was doing excellent work. As he had pointed out previously, the developing countries attached considerable importance to I.L.O. efforts to promote rural development. The improvement of the living conditions of the rural population contributed to national development generally and, indirectly, to industrial development; for example by clearing the rural exodus and the resultant strain on housing and public services that had in recent years raised almost insoluble problems for the developing countries, which lacked capital and had a low level of savings. In the circumstances, while appreciating the efforts being made in this field, he regretted to note from paragraph 37 of the report that in 1966 activities connected with rural development had represented only about 20 per cent. of all I.L.O. technical co-operation activities. It was to be hoped that the next budget would permit of a substantial increase in this percentage.

He fully subscribed to the views of the United States Government representative as recorded in paragraph 50 of the report. He had himself repeatedly expressed concern in the Committee at the fact that certain projects which seemed destined to succeed and bring substantial benefit to the countries concerned had not been completed or had ended in failure owing to lack of government support. Before granting technical assistance, the I.L.O. should satisfy itself that the country concerned would take the fullest advantage of it. Governments, for their part, should refrain from seeking assistance if it was clear beforehand that political, social and economic conditions in their country would make it impossible to implement the recommendations of I.L.O. experts.

Referring to paragraph 57, he reiterated his opposition to Mr. ben Ezzedine's suggestion that technical assistance should not be granted to countries which violated basic I.L.O. principles, especially freedom of association, and to the suggestion made by the Chairman of the Committee that a similar sanction should be applied to countries which did not meet their financial obligations. The Committee on Operational Programmes was not competent to deal with such matters. Infringements of trade union rights were the concern of the Committee on Freedom of Association and failure to comply with financial obligations was a matter for the Financial and Administrative Committee, the Director and, in the final analysis, the International Labour Conference.

His views concerning the need for experts serving abroad to make contact with local employers' and workers' organisations were set out in paragraph 61 of the report. Although the situation in this respect had recently improved—for instance, experts working on some I.L.O. projects in Latin America had recently contacted local employers' organisations—there was room for further progress. Employers' organisations were ready to co-operate to the utmost in such work on technical assistance projects, and the possibility of associating them in such work was in fact mentioned in paragraph 70 of the report.

Mr. Bordadyn strongly supported the suggestion made in the Committee that national workers' organisations should participate in the preparation of technical co-operation projects; that would certainly contribute to the success of such projects.

The I.L.O. technical co-operation programme should place more emphasis on the training of the skilled national personnel needed for the successful development of the developing countries. Seminars could play an important part in such training. The seminar on nomadism held recently in Khirghizia and Kazakhstan in the Soviet Union was a case in point. As a participant in the seminar, he had seen how valuable it had been for the participants from developing countries.

Experts for I.L.O. technical co-operation projects should be drawn from a much wider range of countries, including countries with different economic and social systems. It was quite abnormal that, of the 80 experts recruited by the I.L.O. for work on such projects, not one had come from the Soviet Union, a country that had helped to establish through its bilateral aid programme some 50 vocational and technical training centres in Asia and Africa which were at present catering for about 20,000 trainees. The Soviet experts employed under the bilateral aid
programme were fully qualified for work on I.L.O.
technical co-operation projects.

Improvement of the arrangements for supervising
the implementation of projects in the various regions
would help to increase the effectiveness of the
I.L.O.'s technical co-operation activities.

Mr. Parodi, referring to Mr. ben Ezzedine’s state-
ment, confirmed the French Government’s support
for the suggestion that project requests prepared in
consultation with employers’ and workers’ organisa-
tions should be given priority, on the understanding
that no firm rule would be laid down in this respect
and that there could be no question of embarking on
a project without the full agreement of the govern-
ment concerned. Subject to that, it seemed reason-
able to assume that, if employers’ and workers’ organisa-
tions were in favour of a project, it was sound and
would be carried out satisfactorily. Moreover, adoption of the suggestion might enhance
the authority of employers’ and workers’ organisa-
tions, and that would be a good thing.

As regards the suggestion in paragraph 51, it
seemed perfectly normal that, in considering what
technical assistance should be given to a country,
some regard should be had to its respect for I.L.O.
principles.

Mr. Kane felt that more had been read into
paragraph 51 than it actually implied and he was
grateful to Mr. Parodi for placing the matter in its
true perspective.

The paragraph in question mentioned two sugges-
tions. The first, which had merit, was, in effect, that
before granting technical assistance the I.L.O. should
check whether the country concerned was observing
the principles of the Organisation. The I.L.O. had
once gone so far as to call on a country which had
systematically violated its principles to withdraw
from the Organisation. Why, then, could it not
refuse to grant technical assistance to a country
guilty of such conduct? The decision in this respect
would rest not with the Committee on Operational
Programmes but with the Governing Body itself,
which could of course seek the advice of any of its
committees.

The second suggestion, whose subtlety had perhaps
not been fully grasped, was that technical assistance
might be used as a means of exerting pressure on
countries which were backward in meeting their
financial obligations. There was a moral issue
involved, and would it be right to accept a project
request from a country that had neglected to fulfil
its responsibilities in this respect when that might
mean refusing a similar request from a country which
had complied with its financial obligations? The
adoption of the suggestion—which would of course
have to be applied with some flexibility—would be
a useful step.

Mr. Abualam thanked the Office for including in
the paper submitted to the Committee under its first
agenda item a frank and courageous explanation of
the reasons for the failure of certain projects relating
to conditions of work and life. The I.L.O. should
undertake a promotion programme to speed up
technical assistance in this field, and employers’ and
workers’ organisations should urge their governments
to submit project requests.

The I.L.O. might well be proud of its technical
co-operation programme in the field of rural develop-
ment, his views on which were reflected in the report.

The Governing Body took note of the sections of the
report relating to the three agenda items considered
by the Committee and adopted the proposal in
paragraph 77.

NINTH ITEM ON THE AGENDA: REPORTS
OF THE FINANCIAL AND ADMINISTRATIVE
COMMITTEE

FIRST REPORT

FINANCIAL AND GENERAL QUESTIONS

Budgetary Performance during the Financial Year 1967


In accordance with article 17 of the Financial
Regulations, the Governing Body approved the
transfers listed in Annex A to the report.

Programme Implementation in 1967.

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

Expenditure for Travel on Official Business
and for External Collaboration in 1967

Arrears of Contributions at 31 January 1968

Situation at 31 January 1968 of United Nations
Development Programme Funds Available to the I.L.O.

Occupation of Posts and Temporary
Appointments at 1 January 1968

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

Extra-Budgetary Posts

List of Extra-Budgetary Posts Approved by the
Governing Body at 1 January 1968.

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

Proposed New Post and Regrading under United
Nations Special Fund Executing Agency Costs
Account.

The Governing Body approved the creation of
one P.5 post of indeterminate duration in the Occupa-
tional Safety and Health Branch and the regrading of
one post of P.4 in the Management Development
Branch to P.5 under the United Nations Special Fund
Executing Agency Costs Account, with effect from
1 March 1968.

Proposals concerning the Financing
of Expenditures Not Provided For in the
Programme and Budget for 1968

Possible Increase in the Membership of the Second
Tripartite Technical Meeting for Mines Other than
 Coal Mines.

The Governing Body, having decided to accept the
Director-General’s proposal to add Italy to the mem-
bership of the Second Tripartite Technical Meeting
for Mines Other than Coal Mines *, decided that the
additional expenditure, estimated not to exceed
$1,700, should be financed from savings under item 4
of the Programme and Budget for 1968, or by transfer

1 See Confidential Appendices, Appendix IX.

2 See also above, sixth sitting, pp. 55-56, and Confidential Appendices,
Appendix IX.

* See above, p. 29.
from other items or, if that proved to be impossible, by means of a withdrawal from the Working Capital Fund subject to reimbursement in accordance with the Financial Regulations through the budget of 1970.

Possible Increase in the Membership of the Meeting of Experts on Statistics of Wages and Employee Income.

The Governing Body decided that, if it accepted the Director-General’s proposal to increase the membership of the Meeting of Experts on Statistics of Wages and Employee Income from 12, as provided in the budget, to 14, the additional expenditure, estimated not to exceed $2,500, should be financed from savings under item 5 of the Programme and Budget for 1968, or by transfer from other items or, if that proved to be impossible, by means of a withdrawal from the Working Capital Fund subject to reimbursement in accordance with the Financial Regulations through the budget of 1970.

Increase in External Audit Costs in 1968.

The Governing Body decided that the increase in external audit costs in 1968, estimated not to exceed $3,620, should be financed from savings under item 17 of the Programme and Budget for 1968, or by transfer from other items or, if that proved to be impossible, by means of a withdrawal from the Working Capital Fund subject to reimbursement in accordance with the Financial Regulations through the budget of 1970.

Subject to the reservation of the Workers’ group, the Governing Body approved:

(a) the salary scales for General Service category staff in Geneva which incorporate a 2.6 per cent. increase over the salary scales prevailing in December 1966, and which came into force provisionally with effect from 1 January 1967 (set out in Annex B to the report);

(b) the salary scales (set out in Annex C to the report), which incorporate the 2.6 per cent. increase referred to in (a) above plus an additional 2 per cent. increase over the salary scales prevailing in December 1966, and which were applied provisionally, with effect from 1 January 1967, to General Service category staff in Geneva who were in service on 1 December 1967, or who joined the service after that date, and their use as the base from which future adjustments should be made;

(c) a downward adjustment equal to a total of 11 per cent., comprising the 9 per cent. excess of General Service category salaries over best prevailing rates in the locality found to exist on 1 January 1967, plus the 2 per cent. increase recommended in (b) above, to be applied against any increase indicated by the application of the O.F.I.A.M.T. index during 1968-1971 as follows: 3 per cent. on 1 January 1968, 3 per cent. on 1 January 1969, 3 per cent. on 1 January 1970 and 2 per cent. on 1 January 1971;

(d) the salary scales for General Service category staff in Geneva, which came into force provisionally on 1 January 1968 (set out in Annex D to the report), and which reflect on the one hand the change in the O.F.I.A.M.T. index during 1967 (measured in accordance with (e) below), adjusted, as in the past, for the tax factor, and on the other hand the 3 per cent. adjustment in accordance with (c) above;

(e) for the purpose of measuring changes in the O.F.I.A.M.T. index beyond its latest-known October figure, the extrapolation of the index on the basis of the average rise therein during the preceding three-year period.

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

General Service Category Salaries in Geneva

Lord Collison drew attention to the Workers’ views as set out in paragraphs 48, 49 and 53 of the report and reserved their position on the recommendations in paragraph 54. The Workers had great sympathy for the position of the staff in this matter and felt that the unfortunate situation that had arisen was due to the suspension of the O.F.I.A.M.T. index before new arrangements for adjustment of salary scales had been worked out.

Second Report ²

Personnel and Administrative Questions

Statement by a Staff Representative

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

1 See below, sixth sitting, p. 47.
2 See below, sixth sitting, pp. 35-36.
3 See Confidential Appendices, Appendix IX.

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TWENTY-SECOND ITEM ON THE AGENDA:
APPOINTMENT OF GOVERNING BODY REPRESENTATIVES ON VARIOUS BODIES

Textiles Committee
(Eighth Session, Geneva, 29 April-10 May 1968)

On the proposal of the three groups, the Governing Body appointed the following delegation to represent it at the Eighth Session of the Textiles Committee:

Chairman and Government group representative: Mr. Okabe (Japan)
Employers' group: Mr. Tata
Substitute: Mr. Fennema
Workers' group: Mr. De Bock
Substitute: Mr. Beermann

EIGHTEENTH ITEM ON THE AGENDA:
INTERNATIONAL INSTITUTE FOR LABOUR STUDIES

Appointment of a Member of the Board

On the proposal of the Government group, the Governing Body decided to replace Mr. Aoki (Japan)—one of the two Government representatives on the Governing Body appointed to the Board at the 156th Session under article II, paragraph 2 (b), of the Regulations of the Institute—by Mr. Haenlein (Federal Republic of Germany).

TENTH ITEM ON THE AGENDA: REPORT OF THE ALLOCATIONS COMMITTEE

The Governing Body took note of the report.
(The sitting closed at 11.30 a.m.)

Approved by the Governing Body at the first sitting of its 172nd Session, held on 31 May 1968.

Roberto Ago,
Chairman.
MINUTES OF THE SIXTH SITTING

(Thursday, 29 February 1968—3.15 p.m.)

The Governing Body was composed as follows:

CHAIRMAN: Mr. Ago.

Mr. Abid Ali, Mr. Abualam, Mr. Alejandro, Mr. Andersdotthaina, Mr. Bakonyi-Sebestyen (replaced during part of the sitting by Mr. Nagy), Mr. Baermann, Mr. Bergenström, Mr. Bolin, Mr. Borisov, Mr. Bruni Celli, Lord Collison, Mr. Dumont, Mr. ben Eattedine, Mr. Faupl, Mr. Fennema, Mrs. Gallo de Muller, Mr. Georgel, Mr. Ghayour, Mr. Haenlein (replaced during part of the sitting by Mr. Thomas), Mr. Haraguchi, Mr. Hernandez, Mr. Kane, Mr. Lawyer (replaced during part of the sitting by Mr. Persons), Mr. Lee Yen-ping, Mr. López Guevara, Mr. Mainwaring, Mr. Mathew, Mr. Mbonjo-Ejagne, Mr. Morgan, Mr. Morsi, Mr. Morris, Mr. Nasr, Mr. Neilan, Mr. Okabe, Mr. Parodi, Sir George Ejangue, Mr. Morgan, Mr. Mori, Mr. Morris, Mr. Nasr, Mr. Neilan, Mr. Okabe, Mr. Parodi, Sir George Pollock, Mr. Purpura, Mr. Selotfeldt, Mr. Tabor, Mr. Veiga Garção, Mr. Waline, Mr. Weissenberg, Mr. Yasseen, Mr. Yllanes Ramos.

Absent: Mr. Amede, Mr. Cassin, Mr. Davies, Mr. Sidibé.

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

FIRST REPORT (concl.)

FINANCIAL AND GENERAL QUESTIONS

The Question of a Biennial Programme and Budget

Mr. Borisov stated his Government’s objections to the recommendation in paragraph 134 of the report, which the Governing Body had considered at its fifth sitting. First, a biennial programme and budget would mean discussing the proposals only once every two years and would thus curtail member States’ participation in the shaping of I.L.O. programmes. Secondly, it would become more difficult to give effect to any urgent requests from governments for I.L.O. assistance. Thirdly, the Conference might lose much of its interest for many countries in alternate years, when no programme and budget proposals would be on its agenda. This in turn might lead eventually to the introduction of a biennial Conference cycle, under which a good deal of the work of the Conference as a meeting place for representatives of governments, employers and workers from all over the world would be lost.

Mr. Åström felt that certain aspects of the proposal to introduce a biennial programme and budget had not been sufficiently studied and should be brought to the attention of the Conference. The proposal did have some advantages; but it also involved some risk which, in short, was that resources for the necessary expansion of I.L.O. activities would become more difficult to come by. Swedish experience of long-term budgeting suggested that, while budget estimates for the first year might be fairly accurate, requirements in the second year, which the Governing Body would be attempting to predict for as much as 1,000 days or more in advance, would be underestimated. The longer the period for which the Governing Body had to forecast expenditure, the harder it would be to argue persuasively in favour of budget increases and the easier it would be to contest them. Secondly, increases in biennial budget estimates would presumably amount to about the annual increases of the past, i.e. to about 20 per cent, based on the increase of 10 per cent. or so which had occurred in each of the past two years. This increase, in the case of the 1968 budget, had aroused much controversy in 1967, and it was fully to be expected that governments would be more reluctant still to accept a 20 per cent, increase, even if spread over a two-year period. Finance ministries, in particular, were not likely to be impressed by the argument that no increase would occur in alternate years: the whole difficulty would centre on the size of the increase at the time when it was proposed. A biennial programme and budget would, of course, enable the Office to plan more effectively and would lighten the workload of the Governing Body and the secretariat. It would also mean that in alternate years, when the Conference would not be discussing programme and budget proposals, an additional technical item could be placed on its agenda. Thus, far from constituting a step towards the introduction of biennial conference sessions, or even of alternating “light” and “heavy” sessions, the biennial programme and budget discussion should be used to advance the Organisation’s substantive work; it should, in particular, afford an opportunity for the much-needed revision of international labour standards, which often did more harm than good by lagging behind national standards and which should keep pace with the latest developments, or indeed perhaps in the case of Recommendations—move ahead of them.

These advantages of introducing a biennial programme and budget should, however, be weighed against the danger that the over-all rate of increase in the budget might slow down over the years and the resources on which the development of I.L.O. activities depended thus be put in jeopardy. The Swedish Government would welcome assurances from other Government representatives at the Conference that its fears in this regard were not founded.

Lord Collison drew attention to paragraphs 117 to 121 and 127 of the report, which recorded the Workers’ views on the topic under discussion. The Worker members fully shared Mr. Åström’s fear that a 20 per cent, increase in biennial budget estimates might not be readily accepted—even though it would in fact amount to less than an annual increase of 10 per cent.; for the latter implied that the 10 per cent, for the second year was based on the already increased budget for the first, with the result that

See above, fifth sitting, pp. 32-33.

See above, fifth sitting, pp. 32-33, and Confidential Appendices, Appendix 1X.
the increase for the biennium as a whole would be more than 20 per cent. Under a biennial budgeting system the risk of curbing the expansion of I.L.O. activities would thus be all the greater.

Again, forecasts for two years ahead—or rather for almost three, since budget proposals had to be submitted well in advance—were obviously more difficult than for one. Emergencies demanding extra expenditure would be more prone to occur and so require an increase in the budget provision for unforeseen expenditure. They might also give rise to further calls on the Working Capital Fund. It was to be hoped that at the next session the Governing Body would adopt not only the recommendation of the Working Party on the Working Capital Fund that the Fund should be increased by $150,000 through the budget for 1969 but also the recommendations for further increases of $100,000 each in 1970 and 1971. Even then the Fund might not be adequate. At all events, governments ought not to be surprised if, under biennial budgeting, they were faced with more requests for supplementary budget credits.

As stated in paragraph 127 of the report, the Workers' group had sought assurances that the biennal budget and the biennal Conference should be regarded as quite separate matters and that acceptance of the former would not be used as an argument for the latter. The Chairman and the Director-General had given those assurances, as indicated in paragraphs 120 and 121, and the Workers welcomed them. The Working Party on Programme and Structure had also pointed out in its report that an annual Conference was required under the I.L.O.'s Constitution. The Workers' group therefore regarded it as a matter of good faith that no attempt would be made in the foreseeable future to introduce a biennal Conference.

Mr. Aström had rightly suggested that references to "light" or "heavy" Conferences were inappropriate. If the introduction of a biennal programme and budget led to any savings, they should not serve as an argument for reducing budget provisions, but should be used for some appropriate purpose, such as expanding the I.L.O.'s standard-setting activities.

A biennial programme and budget would, it was true, facilitate the planning of programmes. The Workers' group, however, did not look with favour on the proposal that the Financial and Administrative Committee should sit in one year as a programming committee and the next year as a finance committee. They were anxious that the Governing Body should retain full control over the programming process, having full regard to the views put forward by its own committees as well as other I.L.O. organs.

THIRD REPORT

FINANCIAL AND GENERAL QUESTIONS

Programme and Budget Proposals for the Financial Year 1969

Lord Collison, confirming the views of the Worker members as recorded in the report, wished, with particular reference to paragraph 78, to underscore their regret that no meeting of the Joint Committee on the Public Service had been proposed for 1969. The Workers attached the greatest importance to the problems of public servants, and would press for an early meeting of the Committee.

Mr. Mathew endorsed the statements made by Mr. Abid Ali and Mr. Hill concerning I.L.O. activities in Asia, as recorded in paragraphs 24 and 44 of the report. It had been gratifying to learn that work was to begin on the programme for training and employment recommended by the Asian Advisory Committee as part of the Asian Manpower Plan. This work should not be held up until the Plan had been endorsed by the Asian Regional Conference. Though there seemed to be no specific provision for it in the budget, it appeared that there was to be some reallocation of funds for the purpose. As Mr. Hill had pointed out in the Committee, the introduction of new resources should be in keeping with the actual needs of countries and to the means of obtaining the maximum return on the amounts invested. Under these criteria, the Asian region would unquestionably qualify for more I.L.O. assistance in dealing with its many problems, especially in the manpower area.

In order to make the most effective use of its resources, the I.L.O. might consider extending the decentralisation process beyond the field structure, e.g. by converting the International Institute for Labour Studies and the International Centre for Advanced Technical and Vocational Training at Turin into mother institutions designed to foster the development of national research and training centres. Such an arrangement would be highly valuable for India, which was trying to set up national centres and looked to the I.L.O. for information, leadership and technical guidance; other countries were doubtless similarly placed. Since such an approach would mean that the countries concerned would contribute to the expenditure on national centres, it was bound to result in savings for the I.L.O.

His Government supported the programme and budget proposals.

Mr. Persons indicated that the United States Government, whose representative had reserved its position in the Financial and Administrative Committee, now gave its full support to the revised programme and budget proposals, although there were still matters concerning the budget on which it had not received full satisfaction. It was to be hoped that the budget level now proposed could be retained; if it were later found necessary to propose additional items, they would have to be considered very carefully.

Mr. Borisov, noting with satisfaction that the Director-General had succeeded in carrying out the 1967 programme within the limit of the approved budget figure, hoped that situation would continue in future years. It was also gratifying that, in line with the wishes expressed by many Government representatives, the rate of increase in the budget had slowed down in recent years, and that this had been achieved through more efficient use of funds, i.e. without detriment and to programmes. It was to be hoped that the budget level now proposed could be retained; if it were later found necessary to propose additional items, they would have to be considered very carefully.

The U.S.S.R. Government would make a careful study of the revised programme and budget proposals and indicate its position in due course.
Mr. Hill underlined the importance of the Director-General's statement, recorded in paragraph 201 of the report, that "in the light of the examination he had made of the position in Asia before putting forward his 1969 budget proposals, he could say that in 1970 his proposals for Asia would certainly not amount to less than had been put forward in 1969 and might perhaps have to provide for substantially more."

Mr. Bergensström said that the report reflected the views of the Employer members and showed that these had been satisfied with some aspects of the programme and budget proposals but not with others. Nevertheless, they supported the proposed budget.

Mr. Nagy commended the Director-General for his presentation of the programme and budget proposals and for having modified them following discussions in the Financial and Administrative Committee.

As regards the World Employment Programme, Hungary, which had had serious unemployment problems in the past, fully appreciated those of other countries. At the same time, his Government considered that most of the funds for the Programme should come from sources other than the regular budget.

If one left out of account the amounts to be reimbursed in 1968 in respect of supplementary expenditure incurred in 1966, the actual increase in expenditure between 1968 and 1969 would come to 9.12 per cent.; that was certainly higher than the annual rate of growth in the national income of the member States, whose capacity to pay must be considered. He hoped that further efforts by the Director-General to reduce the proposed budget increase would produce satisfactory results so that his Government would be able to support the programme and budget proposals at the Conference.

Mr. Thomas reiterated his Government's views as set out in paragraph 199 of the report.

Mr. Mbonjo-Ejangue observed that the Committee had noted that certain projects had not been completed owing to lack of funds. The activities of the Organisation must be strengthened. There had been general agreement on the World Employment Programme, and it had been asked that particular attention be given to the specific needs of certain regions.

Referring to paragraph 192 of the report, he reiterated his concern at the substantial cuts in the original budget proposals and hoped they would not prejudice the implementation of the I.L.O. programme.

His Government fully supported the programme and budget proposals.

Mr. Sheldov, drawing attention to his Government's views as reflected in paragraphs 52 and 101 of the report, welcomed the efforts made to reduce the original expenditure figure but considered that the rate of increase proposed for the 1969 budget, i.e. 7.08 per cent., was still excessive. Many of the suggestions made by his Government and by other governments, which would not have prejudiced implementation of the programme, had not been taken into account in the revised proposals. In particular, no change had been made in the proposal to pay $150,000 into the Working Capital Fund. Economies could be achieved through a careful examination of priorities, and it should be possible to carry out the World Employment Programme without any increase in staff. The Office should give careful consideration to these points and to the other proposals for reduction that had been made in the Committee.

The position of his Government in regard to the programme and budget proposals would be made known at the Conference.

Mr. Végh Garzón commented favourably on the form of presentation of the programme and budget proposals.

Referring to his statement, recorded in paragraph 185 of the report, regarding the deletion of the provision for the Technical Committee for the Ottawa Plan, he was now satisfied that the work which had to be done by the Technical Committee could be carried out by the Inter-American Advisory Committee.

He subscribed to the Director-General's view, recorded in paragraph 202 of the report, that the I.L.O. had a role to play in stimulating action on the part of other specialised agencies to create conditions which would in turn favour a higher level of employment. While there might be room for disagreement on how, specifically, the I.L.O. should discharge that role, the principle itself was not open to question.

The Governing Body decided to propose to the International Labour Conference a resolution for the adoption of the programme and budget for the 51st financial period (1969) and for the allocation of expenses among Members for 1969. This resolution, in accordance with the precedents established at previous sessions of the Conference, is in the following terms:

"The General Conference of the International Labour Organisation—in virtue of the Financial Regulations—passes for the 51st financial period, ending 31 December 1969, the net budget of expenditure of the International Labour Organisation amounting to $26,612,739 and the net budget of income amounting to $26,612,739 and resolves that the budget of income from members' contributions shall be allocated among them in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives."

FOURTH REPORT

FINANCIAL AND GENERAL QUESTIONS

The Financing of Regional Conferences

The Governing Body decided that, with effect from 1 January 1969, the entire amount of those direct costs of I.L.O. regional conferences that have hitherto been borne equally by the I.L.O. and the host country should be provided for in the budget of the Organisation except for the amount of such direct costs incurred locally by the I.L.O., not exceeding 20 per cent. of the total direct costs, that can, as determined by the Director-General on each occasion, be met in the currency of the host country, it being understood that the local facilities and services normally made available by the host country are excluded from this calculation.

Financial Questions relating to the International Institute for Labour Studies

Draft Programme and Budget for 1969.

Mr. Hill, referring to paragraph 39 of the report, withdrew his reservation with regard to the proposed increase in the I.L.O. subsidy to the Institute.

1 See Confidential Appendices, Appendix IX.
Mr. Nasr remarked that the success of the Institute's efforts to secure external financial support from various sources indicated that its work was appreciated by the governments and employers' and workers' organisations of developing countries.

The Governing Body endorsed the programme of the International Institute for Labour Studies for 1969 and finally approved the budget proposals for 1969 as contained in the annex to the report.

Authorization to Accept Contributions and Gifts.

The Governing Body accepted the contributions and gifts made and offered by governments and by private persons to the Endowment Fund of the Institute as listed in paragraphs 42 and 43 of the report.

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

Mr. Borisov, introducing the report, drew particular attention to paragraph 3 and hoped that, in accordance with the Committee's wish, the Governing Body would express satisfaction at the adoption, at the 22nd Session of the United Nations General Assembly, of the Declaration on the Elimination of Discrimination against Women. It was so agreed.

Mr. Mbonjo-Ejangue found that the report did not give a full picture of the Committee's discussions, and, in particular, that it failed to reflect adequately the emphasis placed on certain matters.

For example, while the statement made by the I.L.O. representative in the Fourth Committee of the General Assembly on resolutions 2326 (XXIII) and 2311 (XXII) concerning the independence of colonial countries had been reported at some length in paragraph 12, the relevant discussion in the International Organisations Committee had received only cursory treatment in paragraph 13, which did not even mention his own suggestion that an inquiry should be carried out among member States to ascertain what effect they had given to the United Nations resolution.

Another problem of particular concern to the developing countries was the "brain drain", which was mentioned in General Assembly resolution 2259 (XXIII) and 2311 (XXII). Although paragraph 8 of the report indicated that the matter would be considered by a Governing Body committee, nothing transpired in the report of the proposed I.L.O. approach to the problem as described in the papers submitted to the Committee.

Lastly, in various paragraphs the views of several Government members had been grouped together. While the Employers' and Workers' groups might hold unanimous views on certain matters, the same was rarely true of governments, who, even though they might agree generally on a problem, might still not approach it in exactly the same way. To ascribe certain views collectively to several governments was therefore an unwarranted oversimplification.

The Committee might well consider how to improve its reporting procedure. The Financial and Administrative Committee, for example, had its reports submitted to it in draft form for approval prior to circulation; a similar practice might commend itself in this case.

Mr. Bergenström observed that the statements made in the Committee were recorded in greater detail in its minutes. It was therefore quite proper that the report should contain only a summary of the debates.

Mr. Yllanes Ramos considered that the report gave a balanced summary of the Committee's debates; there was obviously a limit to the amount of detail which could be given.


One of the papers submitted to the Committee had indicated that, in introducing the resolution on the International Education Year in the General Assembly, the United States Government delegate had cited the Turin Centre among the new educational projects and facilities established by United Nations agencies to help developing countries; yet, surprisingly enough, and as pointed out by the Employers in their statements summarised in paragraph 4 of the report, no Government member of the Committee had seen fit to mention the Turin Centre in this context. It was most appropriate that the I.L.O.'s contribution to the International Education Year should take the form of practical achievements in the field of training.

The question of the "brain drain" had been discussed by the I.L.O. for the first time at the Sixth Session of the Advisory Committee on Salaried Employees and Professional Workers, held in December 1967. This was a matter of vital importance for the developing countries, which must themselves take steps to check the outflow of those who constituted their chief source of wealth.

Various members of the Committee had made interesting comments on the Second Session of the United Nations Trade and Development Conference currently taking place in New Delhi. The Employers looked forward to seeing the statement made by the I.L.O. representative at the conference, which they hoped would be a success.

The report contained an accurate summary of the Committee's discussion on the independence of colonial countries.

The final report on the International Symposium on Industrial Development (Athens, 29 November-19 December 1967), to which the I.L.O. had made an important contribution, had not yet been distributed, and the Committee had accordingly adjourned its consideration of the matter. It also looked forward to considering the text of the proposed agreement with U.N.I.D.O. and making recommendations on it to the Governing Body.

The report did not fully reflect the Committee's pessimism with respect to the first United Nations Development Decade; perhaps that was a good thing.

The debates on the World Food Programme and the United Nations Export Promotion Programme were reflected in paragraphs 23 to 33. The I.L.O. should confine its activities to the social aspects of
those programmes falling within its terms of reference, which might in some cases be dealt with by Industrial Committees. These matters were important for the I.L.O. generally, and particularly for the developing countries.

During the Committee's discussion on the United Nations Seminar on the Realisation of Economic and Social Rights contained in the Universal Declaration of Human Rights (Warsaw, 15-28 August 1967), the paper prepared for the seminar by the I.L.O. had received well-deserved praise. The work of the seminar should be viewed in the light of the I.L.O. Convention concerning the economic and social rights, with which the Organisation was primarily concerned, such as freedom of employment and freedom of association, whose free exercise served to enhance the worker's status as a self-respecting human being.

When it came to consider the programme for the May-June 1968 session under the last item on its agenda, the Governing Body would perhaps deem it appropriate to provide for a meeting of the Committee to consider the proposed agreement with U.N.I.D.O., the results of the Second Session of U.N.C.T.A.D. and certain other matters which he had mentioned.

The Chairman drew attention, in connection with the Turin Centre, to the close co-operation existing between U.N.E.S.C.O. and the I.L.O.

Mr. Bolin, referring to paragraph 4, stressed the Workers' suggestion, which had been supported by Government representatives, that the I.L.O.'s distinctive contribution to the International Education Year could appropriately be made in respect of workers' education.

As regards paragraph 3, the Workers attached great importance to I.L.O. activities relating to the implementation of the Declaration on the Elimination of Discrimination against Women.

Mr. Mathew feared that paragraph 16 might convey a false impression. After quoting the Indian Government representative to the effect that the aid and trade policies of the industrialised countries were the main reason for the gap between the developed and developing countries, it went on to record a "recognition that the developing countries did not always put to full and productive use the resources at their disposal and that not enough utilisation was made by them of the multilateral programmes for development that were within their reach", thereby appearing to ascribe this latter statement also to the Indian Government representative. What the speaker had really said was that certain aid and trade policies of the industrialised countries were the reason both for the widening of the gap between the developed and developing countries, and for inadequate utilisation of the resources at the latter's disposal. Most of the aid provided by the industrialised countries was in the form of loans whose repayment terms placed a heavy burden on the developing countries, whose annual loss through emigration of engineers and scientists alone had been estimated at millions of dollars, and which for some time had been exploring means of minimising the impact of the problem. He would be glad to communicate information on the studies undertaken by the I.L.O. for the use of the Advisory Committee on Salaried Employees and Professional Workers. Any I.L.O. action carried out in co-operation with U.N.E.S.C.O. and interested private bodies would be most welcome.

Paragraph 8 stressed, in that connection, the need to preserve freedom of work-meaning, in effect, freedom to emigrate for employment. That, indeed, corresponded to the positive approach adopted by the Latin American countries, which—with the possible exception of Cuba—sought to deal with the problem not by restricting emigration but rather by improving employment opportunities, working conditions and salaries at home.

In common with the other members of the Employers' group, he fully subscribed to the statements in paragraphs 32 and 33 of the report, which clearly defined the scope of possible I.L.O. action in connection with the United Nations Export Promotion Programme.

Mr. Sheldov was glad that the Committee was now given more time for its meetings; that enabled it to cover a wider range of problems.

The Committee had been unanimous in welcoming the adoption of the Declaration on the Elimination of Discrimination against Women. Though I.L.O. Conventions had been taken into account in the drafting of the Declaration, the latter covered a somewhat wider field.

The "brain drain" from developing countries was so serious that the General Assembly had been impelled to adopt a resolution on the subject. Various organisations—in particular the United Nations and U.N.E.S.C.O.—were considering the problem. The I.L.O. should intensify its action and, in due course, make precise recommendations.

The Second Session of U.N.C.T.A.D. was arousing keen interest, and it was to be hoped that information regarding its results would be made available to the Committee at its next meeting.

The two General Assembly resolutions relating to the independence of colonial countries were highly important. As would be seen from paragraph 13, several Government members of the Committee had felt that it was time to consider what further practical steps the I.L.O. might take to assist in the implementation of the United Nations Declaration on the Granting of Independence to Colonial Countries and Peoples.

The recent Warsaw seminar on human rights had done useful work; in particular, it had considered the need to draw the attention of all governments to the importance of ratifying covenants relating to human rights.

Mr. Kane remarked that, though international organisations were devoting increasing attention to the serious "brain drain" problem, they seemed mainly concerned with migration from the developing to the advanced countries, even though such movements also constituted a problem as between advanced countries. It was essential that the I.L.O. should make it clear to all organisations concerned that efforts to deal with the problem should not in any circumstances lead to a restriction of freedom of work or individual freedom.

The failure of the first United Nations Development Decade, which was mentioned in paragraph 16, had caused keen disappointment throughout the world. This failure was due to a number of causes: very few governments had honoured their commit-
ments to provide resources for development assistance; there had been insufficient preparation for the Decade, with the result that the initial plans had not been progressively adapted to rapidly changing circumstances; overriding concern with economic development had led to neglect of the concomitant social objectives which could have aroused the enthusiasm needed to promote the success of the Decade; and, as indicated in paragraph 16, a number of developing countries had not made the best use of the resources provided. At the inception of the second Development Decade, it was important to draw the lessons from past failures.

In resolution 2376 (XXII) concerning the independence of colonial countries, referred to in paragraph 10, the United Nations General Assembly had requested all States to withhold assistance of any kind from the Governments of Portugal and South Africa and the régime of Southern Rhodesia " until they renounce their policy of colonial domination and racial discrimination ". If the United Nations could adopt so courageous an attitude on political issues, it was somewhat surprising that the I.L.O. could not take a similar stand when its social ideals were at stake.

Mr. Fennema stressed the importance of political stability in developing countries as a factor in the success of international aid programmes and a means of attracting private foreign investment; the lack of such stability was doubtless one reason for the disappointing results of the first Development Decade.

In his statement, summarised in paragraph 32, concerning I.L.O. action in connection with the United Nations Export Promotion Programme, the Principal Deputy Director-General had indicated that " Industrial Committees might usefully discuss export problems affecting specific industries ". It should be clearly understood that, as the Employers had pointed out in the Committee on Industrial Committees when matters related to international trade were discussed, the I.L.O. was competent to deal only with the social aspects of export problems and with such other matters bearing upon international trade as fell within its terms of reference.

The report of the Warsaw seminar on human rights was long on high-minded statements but short on firm conclusions. It made no mention at all of freedom of expression, which was basic to the promotion of other human rights, and the importance of which he hoped that the Director-General would stress in connection with the debate on human rights questions at the forthcoming Conference session.

Mr. Abualam associated himself with Mr. Bola's statement concerning paragraph 4 and Mr. Kane's remarks concerning paragraphs 8 and 10, and drew particular attention to paragraphs 3 and 19.

Mr. Bukhari took exception to the last sentence of paragraph 16, which Mr. Mathew had mentioned earlier and the opening words of which—" There was recognition that… "—made it sound like a blanket indictment of the developing countries. It would be interesting to know who had expressed those views.

Mr. Nasr pointed out that several Employer members, while recognising that the I.L.O. was not directly concerned with problems of international trade, considered that an adverse international trade pattern might frustrate I.L.O. efforts in fields within its competence, especially the employment field. The I.L.O. should determine its action in that light, while taking care not to exceed its terms of reference.

Mr. Gros Esfandi, like others, objected to the last sentence of paragraph 16. The Committee as a whole had not, to his recollection, endorsed the view recorded in that sentence, whose proponents should have been identified.

Mr. Parodi appealed to members not to be over-sensitive. The sentence impugned was a qualified statement, not, as had been said, a blanket indictment of the developing countries. It merely said that those countries " did not always " make full and productive use of their resources. Surely that was no more than a statement of fact.

Mr. Kane, concurring, added that he himself had expressed the view in question in the Committee.

Mr. Yasseen maintained that the statement gave a distorted picture of the Committee's debates. It had been pointed out that responsibility for the failure of the first Development Decade was divided, and most speakers had refrained from apportioning the blame. The very anonymity of the statement in paragraph 16 gave it a weight quite disproportionate to the support it had actually received. The speaker should therefore have been identified.

Mr. Mainwaring observed that it would doubtless have been correct to state that neither the developing nor the industrialised countries always made full and productive use of their resources.

The Chairman felt that the present discussion might have been avoided if the last sentence in paragraph 16 had begun with the words " Some speakers said that… ".

Mr. Abualam pointed out that since speakers had been identified in other paragraphs of the report they should be identified in paragraph 16 as well.

Mr. Yasseen added that, while a general formula such as that just mentioned by the Chairman might suffice when a statement was non-controversial, it was essential to identify speakers who made statements such as that now under discussion.

Mr. Mori disagreed. Though one Worker member had already accepted some responsibility for the statement, it could equally well have been attributed to all, or at least part, of the Workers' group.

Mr. Mbonjo-Ejangue wondered why, in that case, the statement had not in fact been attributed to all, or at least part, of the Workers' group.

Mr. Georget rejected the assertion that developing countries in general did not make full and productive use of their resources and of development aid. While that might be true of some developing countries, it was certainly not true of others, for example his own country.

The Chairman remarked that it might have been better not merely to attribute the statement to " some speakers ", as he had just indicated, but also to make it clear that it applied only to some, not all, of the developing countries.

Mr. Yasseen maintained that, even with those qualifications, the statement would be unacceptable.
Mr. Abualam reiterated the view that speakers should have been identified in paragraph 16, as in various other paragraphs of the report.

The Governing Body adopted the recommendations in paragraphs 5, 21 and 37 of the report.

Mr. Borisov gave an assurance that the suggestions made during the discussion and those previously put forward in the Committee regarding the procedure for the preparation of the Committee's reports and other aspects of its work would be carefully considered and an attempt made to give satisfaction to all concerned.

**SEVENTEENTH ITEM ON THE AGENDA:**
**Composition and Agenda of Committees and of Various Meetings**

**FIRST PAPER**

**Composition of Standing Bodies and of Expert Meetings to Be Held in 1968**

I. Standing Bodies.

Panel of Consultants on Safety and Health in Agriculture.

The Governing Body adopted the proposal in paragraph 3 of the first Office paper.

Panels of Consultants on Occupational Safety and Health in Building, Civil Engineering and Public Works.

The Governing Body adopted the proposal in paragraph 6 of the first Office paper.

Panel of Consultants on Co-operation.

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

Panel of Consultants on the Problems of Young Workers.

The Governing Body adopted the proposals in paragraphs 12 and 13 of the first Office paper.

II. Expert Meetings.

**Technical Meeting on Problems of Nomadism in the Sahelian Region of Africa.**

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

**Meeting of Experts on Programming of Pre-Vocational Training Schemes.**

On the proposal of the Employers' group, the Governing Body authorised the Director-General to invite the following experts to attend the meeting:

Mr. P. J. Casey (United Kingdom), Assistant Director, Education and Training Directorate, Confederation of British Industry.

Mr. S. B. Chambers (Jamaica), Director, Jamaica Employers' Federation; Chairman, Vocational Training Committee of the Government Commission on Unemployment.

Mr. R. P. Echarte (Argentina), Engineer; Professor, Faculty of Technology.

On the proposal of the Employers' group, the Governing Body further authorised the Director-General, in the event of one of the above-mentioned experts being unable to attend the meeting, to invite one of the following substitutes, after consultation with the Employers' group:

Mr. S. S. Chawdhry (India), Manager (Personnel), Electrosteel Castings Ltd., Calcutta.

Mr. T. Kemp (Federal Republic of Germany), Adviser for Vocational Training, German Employers' Confederation.

Mr. Brantley K. Watson (United States), Vice-President, Human Relations, McCormick and Co.; Member of the Education Committee, U.S. Chamber of Commerce.

**SECOND PAPER**

**Composition and Agenda of Expert Meetings to Be Held in 1968**

Joint I.L.O./W.H.O. Committee on Occupational Health: Sixth Session.

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

On the proposal of the Workers' group, the Governing Body authorised the Director-General to invite the following expert to attend the meeting:

Dr. Erik Bolinder (Sweden), Medical Adviser, Swedish Confederation of Trade Unions.

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


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

On the proposal of the Employers' group, the Governing Body authorised the Director-General to invite the following experts to attend the meeting:

Mr. Rodney E. Austin (United States), Personnel Manager, R. J. Reynolds Tobacco Company; Member of the Industrial Relations Committee, U.S. Chamber of Commerce.

Mrs. Ellen G. Cooper (Liberia), Member of the Executive Committee of the Rubber Planters' Association of Liberia; Chairman of the Board of Trustees of the J. F. Cooper Rubber Plantations; Chairman of the National Youth Council of Liberia.

Mr. Erik Tottrup (Denmark), Head of Department for Vocational Training, Youth Guidance and Pre-Vocational Training, Danish Employers' Confederation.

Mr. Alfredo Weiss (Uruguay), Agronomical Engineer; formerly Professor at the Faculty of Agronomy; President of the Agrarian Youth Movement of Uruguay.

On the proposal of the Employers' group, the Governing Body further authorised the Director-General, in the event of one of the above-mentioned experts being unable to attend the meeting, to invite the following substitute, after consultation with the Employers' group:

Mr. D. A. R. Phiri (Zambia), Director, Anglo-American Corp. (Central Africa) Ltd.; Member of the Board of the Zambia Youth Service.

The Governing Body adopted the proposal in paragraph 17 of the second Office paper.

**Meeting of Experts on Statistics of Wages and Employee Income.**

The Governing Body adopted the proposal in paragraph 22 of the second Office paper.

On the proposal of the Employers' group, the Governing Body authorised the Director-General to invite the following experts to attend the meeting:

1 See below, Appendix XVII.
Mr. Kemal Göçmencelebi (Turkey), Head of Statistical Section, Turkish Confederation of Employers' Associations; Head of Statistical Department, Turkish Sugar Manufacturers Company Inc.

Mr. Joseph Lahhoud (Lebanon), Chief Economist, Middle East Air Lines.

Mr. Tauno Ranta (Finland), Director, Finnish Employers' Confederation; mainly responsible for labour statistics and national economic affairs.

On the proposal of the Employers' group, the Governing Body further authorised the Director-General, in the event of one of the above-mentioned experts being unable to attend the meeting, to invite one of the following substitutes, after consultation with the Employers' group:

Mr. Nils Lagerström (Sweden), Chief of Statistical Bureau, Swedish Employers' Confederation.

Professor I. F. Mariani (Italy), Chief, Department of Statistics and Labour Economics, General Confederation of Italian Industry.

Meeting on Conditions of Work in the Inland Water Transport Industry.

The Governing Body adopted the proposal in paragraph 26 of the second Office paper.

On the proposal of the Employers' group, the Governing Body authorised the Director-General to invite the following experts to attend the meeting:

Dr. Richard Bauer (Austria), Adviser on Social Policy, Transport Section, Federal Chamber of Industry.

Dr. K. Düttemeyer (Federal Republic of Germany), Managing Director, Employers' Association for Rhine Navigation.

Captain P.R. Hurcomb (Canada), General Manager, Dominion Marine Association (representing Canada's inland waters and coastal shipping fleets); Royal Canadian Navy officer.

Mr. W.G.A. de Meester (Netherlands), Director, Central Office for Rhine and Inland Water Transport, Rotterdam.

Mr. R. Scheffer (France), Director of Administrative Services, French Community for Rhine Navigation.

On the proposal of the Employers' group, the Governing Body further authorised the Director-General, in the event of one of the above-mentioned experts being unable to attend the meeting, to invite the following substitute, after consultation with the Employers' group:

Mr. S.C. Sheth (India), Director, Eastern Bunkerers Ltd., Bombay.

Meeting of Experts on Co-operation.

The Governing Body adopted the proposals in paragraph 34 of the second Office paper.


The Governing Body adopted the proposal in paragraph 38 of the second Office paper.

THIRD PAPER

Inter-American Advisory Committee:

Agenda of the Second Session

Mr. Yllanes Ramos pointed out that, since the Inter-American Advisory Committee would be called upon to deal with certain problems related to the implementation of the Ottawa Plan for Human Resources Development, it would be advisable to hold the session during the first four months of 1969, i.e. before the election of a new Governing Body and consequential changes in the Committee's membership deprived the latter of the services of some of the present Governing Body members who had been associated with the preparation and adoption of the Ottawa Plan.

It was highly desirable that, as proposed in paragraph 12 of the third Office paper, the Committee should discuss remuneration and working conditions in relation to economic development. The report to be prepared by the Office as a basis for consideration of this agenda item should, however, not deal solely with the improvement of remuneration and working conditions; it should make an objective survey of all aspects of these problems, including real wages, productivity, and other relevant matters of concern not only to employers and workers but to the community as a whole.

Mr. Bruni Celli, speaking for the Latin American Government representatives, reminded members that, when the Governing Body had established the Committee at its 159th Session (June-July 1964),1 it had postponed its decision on the Director-General's proposal that the Committee should meet annually. Unfortunately, no decision had since been taken regarding the periodicity of the Committee's sessions.

The Committee had been set up “to advise the Governing Body on American problems and on American aspects of general problems and in particular to make recommendations concerning the advisability of I.L.O. meetings in the Western Hemisphere and the composition and agenda of such meetings”. Those were very wide terms of reference, and it was difficult to see how the Committee could fulfil them if the intervals between its sessions were always to be as long as that between the First Session, held in September 1965, and the Second Session, scheduled for 1969. Admittedly, the convening of the Committee raised financial problems. However, such problems were overshadowed by the need for enabling the Committee to do its job properly. The Director-General should therefore submit to the Governing Body at an early session—for example in May—firm proposals for the holding of annual sessions of the Committee.

It was generally acknowledged that regional meetings were most useful when held in the region concerned. Nevertheless, in view of the financial problems which raised and the overriding need for the Committee to meet more frequently in order to do full justice to the social problems posed by the rapid development of the American Continent—especially the Latin American countries—consideration might be given, on an experimental basis, to an arrangement whereby, following the holding of its Second Session in Latin America in 1969, the Committee would meet in Geneva in 1970 and 1971, and again in Latin America after that.

It was to be hoped that the Second Session would be held during the first half of 1969 for two reasons: first, that mentioned by Mr. Yllanes Ramos; and, secondly, Latin America wished to have the special pleasure of welcoming, early in the Organisation's 50th anniversary year, an I.L.O. technical meeting which was to deal with matters as important as the Ottawa Plan for Human Resources Development.

The Chairman indicated that the Director-General would be glad to discuss Mr. Bruni Celli's suggestions with him.

1 See Minutes of the 159th Session of the Governing Body, sixth sitting, pp. 43-45; and Appendix XXIV, second supplementary report, pp. 147-148.
Mr. Mainwaring pointed out that, as decentralisation proceeded, regional advisory committees would have an increasingly important part to play in shaping and reviewing I.L.O. regional programmes. That meant that, apart from dealing with specific problems, each committee should be fully informed of the Organisation's general activities in the region concerned, with a view to making appropriate recommendations to the Governing Body. He accordingly asked that, in addition to the three proposed agenda items, the Inter-American Advisory Committee should have before it at its Second Session a brief general report on I.L.O. activities in the American region.

It was gratifying to note from paragraph 12 of the third Office paper that the first agenda item would provide for a review of progress in the implementation of the Ottawa Plan. The proposals for dealing with this item were well conceived.

The scope of the second proposed agenda item—remuneration and working conditions in relation to economic development—seemed a very wide one indeed. In order to ensure a coherent, properly focused debate, the Office might submit to the Committee a list of specific points for discussion based on the ideas set out in paragraphs 6 and 7 of the third Office paper. A particularly important point for consideration was the influence of wage structure on economic development.

The third proposed agenda item—participation of employers' and workers' organisations and of other social institutions in economic and social development—was an excellent choice. In this case, too, the success of the Committee's discussions would depend on sound preparatory work by the Office.

Mr. Faupl, for the Worker members, supported the proposals in paragraph 12 of the third Office paper, which were in keeping with the spirit and letter of the conclusions reached at the First Session of the Committee and the Eighth Conference of American States Members of the I.L.O.

For the reason indicated by Mr. Yllanes Ramos, it would be desirable to hold the Second Session of the Committee during the first four months of 1969. He supported Mr. Mainwaring's suggestion that the Committee should receive a brief general report on I.L.O. activities in the American region.

Mr. Yllanes Ramos, referring to Mr. Bruni Celli's statement, hoped that the Latin American Government representatives would not press their proposal for meetings to be held alternately in Geneva and in Latin America.

Mr. Végh Garzón concurred in the remarks of previous speakers regarding the date of the session and the three proposed agenda items. Since all three were highly important, he supported the proposals in paragraph 12 of the third Office paper. While experience at the First Session of the Committee gave reason to fear that there might not be time enough to consider all these items in depth, every effort should be made to do so.

The second item deserved particular emphasis. Significant recent developments in Latin American countries might serve as a basis for the preparation of points for discussion to facilitate the adoption of sound recommendations for future action.

The Chairman said that the Director-General accepted Mr. Mainwaring's proposal and would study those made by Mr. Yllanes Ramos and Mr. Végh Garzón.

Mr. Lawyer associated himself with Mr. Faupl's remarks.

The Governing Body adopted the proposals in paragraph 12 of the third Office paper.

(The sitting closed at 6.45 p.m.)

Approved by the Governing Body at the first sitting of its 172nd Session, held on 31 May 1968.

Roberto Ago, Chairman.
MINUTES OF THE SEVENTH SITTING

(Friday, 1 March 1968—10.15 a.m.)

The Governing Body was composed as follows:

**CHAIRMAN:** Mr. Ago.

Mr. Abid Ali, Mr. Abualam, Mr. Alejandro, Mr. Al-Wahl, Mr. Anandtshekaina, Mr. Bergensvåg, Mr. Bolin, Mr. Borissof (replaced during part of the sitting by Mr. Bordaday), Mr. Brunni Celli, Mr. Carrasco, Lord Collison, Mr. De Bock, Mr. ben Ezzadina, Mr. Faupl, Mr. Fennema, Mr. Georgel, Mr. Ghayour, Mr. Haenlein, Mr. Haraguchi, Mr. Hernandez, Mr. Kane, Mr. Kunogi, Mr. Lawyer, Mr. Lee Yan, Mr. López Guevara, Mr. Mainwaring, Mr. Mathew, Mr. Mongo-Ejangue, Mr. Morgan, Mr. Möri, Mr. Morris, Mr. Nagy, Mr. Nasr, Mr. Neelan, Mr. Parodi, Sir George Pollock, Mr. Purpura, Mr. Schlotfeldt, Mr. Tabor, Mr. Végh Garzón, Mr. Waline, Mr. Weissenberg, Mr. Ylánnes Ramos, Mrs. Zaefferer de Goyeneche.

Absent: Mr. Amedé, Mr. Cassim, Mr. Davies, Mr. Sidibé.

**NINETEENTH ITEM ON THE AGENDA:** INTERNATIONAL CENTRE FOR ADVANCED TECHNICAL AND VOCATIONAL TRAINING

Mr. Waline said that all were convinced that the Turin Centre deserved to be assisted in its development, though opinions differed as to how that could best be achieved. The essential thing to remember was that the Centre was complementary to, and not a substitute for, the work which the I.L.O. had hitherto been doing in the training field, and not a programme at the current level.

Mr. Mathew remarked that many of the countries whose nationals received technical training at the Centre had already made considerable headway in staffing their own technical institutions and vocational training centres locally. They needed help, however, in improving, bringing up to date and upgrading the facilities so offered, and the Turin Centre could play a useful part in that connection. Even at the cost of some restriction of the range of trades for which training was given at Turin, such a programme of seminars, in order to maintain the fellowships programme, might disclose new areas of activity for the Centre. Meanwhile, its Director and also to ascertain the "market" for advanced training and to design the Centre’s services to meet that market. While that was being done, the African Advisory Committee, for instance, had recently stressed the need for the type of training which it could provide.

Perhaps the sense of disquiet conveyed by the Board’s report was due to overemphasis on financial difficulties. In all probability, these were merely the effect of other factors, and in particular the failure to "sell" the Centre properly to industry in both developing and advanced countries. There was great merit in bringing it direct to industry and enlisting the interest and responsibility of employers and workers, instead of channelling all efforts through governments. A proper evaluation survey of the needs of the developing countries and the contributions they could afford might disclose new areas of activity for the Centre. Meanwhile, its Director should be given a chance to carry out the programme which the Board had approved and investigate the possibility of action along the lines suggested by Mr. Mathew to integrate the whole vocational training process in the developing countries, in consultation with the national, regional and other institutions concerned.

Mr. Faupl, as a Vice-Chairman of the Board, commended the Director of the Centre on the energetic and dynamic manner in which he had pursued its objectives. It must be admitted that the Centre had substantially failed to achieve some of its goals; the fault, however, lay not with the Director but with those who gave the Centre verbal encouragement but not the necessary financial resources for its work.

The Worker members endorsed the programme put forward by the Director, though they were concerned to note that, in the effort to attract a large number of trainees with a view to economical operation, there appeared to be a shift of emphasis from the original purpose of the Centre, viz. the training of...
skilled and medium-skilled workers and supervisors, to that of top management. He hoped that the programme as outlined would be no more than a stopgap, for if narrow specialisations were to become the basic responsibility of the Centre the cost would be prohibitive and the existing facilities inappropriate.

In the projections submitted to the Governing Body at its 154th Session (when the establishment of the Centre was under consideration) it was estimated that 42 per cent. of the trainees would be skilled workers; the Worker members still thought that this percentage was about right and they endorsed the need for a re-evaluation survey with the other United Nations agencies of the types of skills needed by the developing countries and how the Centre could apply them. He felt it had been agreed by the overwhelming majority of the Board that the Centre’s responsibilities were towards the “middle bracket”—to give skilled workers, technicians and junior managers the advanced training for which there were no facilities in their home countries. He appealed to governments to contribute to the Centre. Unless greater and broader financial support was forthcoming in the future, the Centre might not be able to survive.

Mr. Végh Garzón said that despite—indeed, because of—the Centre’s financial difficulties, the Employer members felt that the Director should be given a free hand to carry through the well-conceived programme that he had proposed. It was premature to speak of “failure” to achieve the initial programme, because in an operation on the scale of the Turin Centre the first few years must necessarily be an experimental period. The future plans seemed sound, particularly the proposals concerning the choice of courses in relation to the level of participants. Experience had shown that training at the Centre was most necessary and most economic at the professional and technical “middle” levels, midway between the top management and operative levels. It was really in those ranges of middle management and supervisory personnel that the developing countries lacked training facilities, and the Centre was right to concentrate on training trainers with a view to achieving a multiplier effect.

It was reassuring to note that almost all of the fellows had returned to work in their own countries, since it had been feared that the attractions of Turin and other European centres of industrial and professional opportunity might accelerate the “brain drain”, which, in Latin America in particular, was a matter of serious concern.

The Centre had been well inspired to place its facilities at the disposal of other international and regional agencies having training commitments; the agreement arrived at with the University of Turin and the International Council for Scientific Management also held out promise for the future.

The Employer members, while sympathising with the preoccupations voiced by Mr. Faupl, were prepared to approve the plan on the understanding that it was a question of giving the Centre a line of credit during the running-in period to enable it to show what results it could achieve.

The Director of the International Centre for Advanced Technical and Vocational Training (Mr. Blamont) agreed with Mr. Rifaat that in the matter of finance there was no need for panic, since the Centre’s finances were in good shape for the time being. However, the contributions for the first four-year period expired at the end of 1968, and steps had therefore to be taken to ensure that they were renewed. This the Board had done by approving programmes and financial targets and by deciding that it would meet again in three months’ time to review the response of governments and others to the appeal for funds.

He could not agree more with Mr. Neilan that it was necessary to establish the “saleability” of the product and sell it. Sometimes the product was sold before it was made. The Centre had done precisely that, but it had always striven to apply the principles of sound management. Mr. Faupl was also right in saying that on the present scale of operations the Centre could not operate economically, and that only renewed and increased contributions would enable it to do so. The Centre had opened, by decision of the Governing Body, on a budget of one-half of the estimated minimum basis of financing, and it was therefore not surprising that the estimated number of trainees could not be reached.

Several speakers had stressed the need for a survey of the exact needs. In estimating needs the Centre had relied on the expertise of the Office and the experience of the Board and the Advisory Board on Programmes. It had not made inquiries in the field in order not to raise false hopes among employers’ and workers’ organisations and business firms; it had first to be sure that the necessary finance would be available, and so it had initially inquired mainly of contributing governments and of the international organisations. But this tentative stage would soon be past and the Centre would be able to ask all concerned throughout the world what courses it should plan to provide for them or on their behalf. It would be possible to tell the Regional Co-ordinators at their forthcoming meeting the facilities that could be offered in the next four years, and they could then ascertain from the various countries and from the I.L.O. staff in the field what the real needs were. The Centre would also explore the possibility of helping countries which had reached a certain stage in the development of their vocational training institutions; a step in that direction had already been made by organising accelerated refresher courses for heads of technical schools and vocational training services.

Thanking the members of the Turin Board and of the Employers’ and Workers’ groups for their support of the Director-General’s proposals, he assured Mr. Faupl that they were indeed conceived as a transitional programme until normal operations could be resumed. When riding out heavy weather a vessel had to trim sails, and this was what the Centre was doing, though it might set an additional storm-sail here and there. He was confident that the desired replies from governments would be forthcoming shortly and that, should fortune be favourable, for the Centre was producing an eminently saleable product.

The Chairman welcomed the support given to the Centre in the debate. It had been said that the product of the Centre must be “saleable”, but it would be wrong to pursue the comparison with a manufacturing industry too far. The Centre could not be entirely self-supporting; for if, as Mr. Faupl urged, it was to remain faithful to the initial plan and give priority in a necessarily complex programme to the advanced technical and vocational training of workers from the developing countries, it was obvious that contributions from governments would be required. The needs certainly existed, and the Centre had had to call on the reserve fund and on contributions from
Italian industry in an effort to meet the exceptional number of requests from the developing countries.

The problem was therefore essentially, though not exclusively, a financial one, and he consequently addressed an appeal to support the Centre more substantially both to those governments which, like his own, had already contributed and to those which had encouraged the Centre from the outset but had not yet made up their minds to give it financial support.

The Governing Body took note of the report on the Fifth Session of the Board of the Centre.

EIGHTEENTH ITEM ON THE AGENDA:
INTERNATIONAL INSTITUTE FOR LABOUR STUDIES (concl.)

Mr. Bruni Celli noted from the report of the Director of the Institute that the total programme of the Institute would still give greater emphasis to education than to research, and felt it should endeavour to balance the two. He welcomed the holding of a Spanish language study course in 1969, thus filling what the Institute itself recognised to be a gap in its work. It had not undertaken research or given training courses on the specific problems of Latin America, though the report admitted the importance of the current social issues in that area.

In the case of the local studies on worker participation in management mentioned in paragraphs 38 to 40 of the report, no Latin American countries were mentioned, and he hoped that the lists would be modified to include some. He welcomed the forthcoming visit of the Director to Latin America to contact institutions of learning with a view to initiating social research and training programmes within the Institute's province and looked forward to particulars of the work being done in the Latin American field being given in the next report.

Mr. Bordadyn said that during the period under review the Institute had made a stride forward, gathered strength, and done useful and creative work with the help of an enthusiastic staff. It had found the right orientation for its activities, judiciously combining education and research. It was also doing well to enlist the collaboration of educational and research institutions, including the Study and Research Institute of the Labour and Wages Committee of the U.S.S.R.

There had been insufficient attendance at courses and seminars and a large number of "dropouts". The report ascribed this to the shortage of suitable potential candidates in the countries concerned, but it might also indicate lack of interest due to an inappropriate choice of subjects. Before a course was launched, countries should be consulted as to the subjects they wished to have discussed, the fields in which they could send qualified persons, and so on. Moreover, a wider choice of outside teachers from countries with different economic and social systems would enrich the quality of the Institute's courses and seminars.

In the study of worker participation in management the Scientific Research Institute of the Soviet Union had carried out a study based on experience in the U.S.S.R. The International Institute for Labour Studies, despite the difficulties, should not limit its research solely to the questions of worker participation in management and the participation of rural populations in development, since countries were interested in a large number of other subjects, such as the organisation of labour, questions of wages and remuneration and management development. The Institute should also deal with other more topical issues and organise exchanges of experience. Since it could not perform all this work itself, it was necessary to enlist the co-operation of scientific and research institutes on a broader basis and from a wider range of countries, thus helping to resolve the contradiction between the Institute's broad range of interests and its financial possibilities. This would enable countries to choose subjects for treatment and need not result in additional expense, particularly if the member countries were prepared to give such help free of charge.

Mr. Weissenberg observed that two years ago the Board of the Institute had adopted a new orientation for its work, which the Worker members had supported. The figures in paragraph 145 of the report showed a steadily rising expenditure on research and a fall in the 1969 expenditure on education, which would bring the two activities roughly into balance. The Worker members welcomed these trends but thought it important that there should be no falling off in educational activity as the result of the reduction of expenditure on education. They were glad to note that it was in fact through rationalisation, the holding of courses in a single language and the greater holding of more concentrated and shorter courses to enable higher-calibre participants to attend, in the hope that they would achieve a snowballing effect by imparting their knowledge to others, that economies had been achieved.

The Worker members were particularly interested in the results of the two research projects in progress, particularly that relating to worker participation in management. The Institute had an important role to play in that field, which had a political dimension and did not therefore lend itself fully to exhaustive discussion in I.L.O. organs. It was to be hoped that workers and employers would participate in the discussion of research results and in the comparative analysis mentioned in paragraph 44 of the report. Another useful function for the Institute was that of a collator of research at the international level, and it would be assisted in that task by the International Industrial Relations Association set up under its auspices.

The prudent financial management of the Institute had resulted in surpluses being transferred to following years, and the 1968 budget would show a balance of $138,283. In 1969 the estimated balance would be only $42,807, and by extrapolation it would appear that in 1970 there would be a deficit of $58,000 and in 1971 a deficit of $100,000. Such deficits would mean curtailment either of research or of educational activities. If the Institute was to continue its work it was urgent, therefore, to strengthen its financial position. Of the initial figure of $10 million envisaged for the Endowment Fund only some $3 million had been contributed, mainly by the small and medium-sized countries but not by the big powers. It was important to provide a financial guarantee for the future, and perhaps therefore an appeal along the lines of that for the Turin Centre could be made with equal urgency for the Institute. The 50th Anniversary of the I.L.O. would constitute a very appropriate occasion for gifts to the Endowment Fund.

Mr. Waline asked that substitutes should be appointed for the two Employer and two Worker

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1 See above, fifth sitting, p. 34, and below, Appendix XVIII.
representatives on the Board of the Institute, so that there would always be two representatives present if a regular member was prevented from attending.

Shortening the courses was the best way of securing the full participation of candidates who could not absent themselves long from their homes. Education was a basic task of the Institute, but he was not fully convinced that it was in fact continuing to receive priority, particularly as the research programme seemed to imply a whole series of conferences, seminars, symposia, round-tables and the like, that the widening line was hard to find. The Institute should not be too ambitious, for it could not do more research than its staff resources would permit; it should develop its role as a co-ordinating centre and clearing-house for research performed elsewhere. That did not mean, of course, that the Institute itself should not engage in research. Studies such as that on worker participation in management, for instance, were fully within its proper province. It was important, however, that the researchers on whose services it relied should be impartial. The deluge in the tunnel of teaching and research was enormous. The subject 1 had shown that similar institutions on paper did not necessarily produce the same results in each country, and hence the value of enlisting the opinions of people "from the factory floor" when the research had progressed to a certain point.

The financial problem of the Institute resembled that of Turin on a more modest scale, but with the difference that the great majority of its resources consisted of an I.L.O. subsidy amounting in effect to $355,000. The Director was obliged to call on accumulated savings to carry out a minimum programme of operations, and if other activities were to be launched outside resources would have to be found. This financial insecurity was due to the insufficiency of the Endowment Fund. More than 50 per cent. of the endowment of $3,200,000 had been subscribed by two of the States of chief industrial importance, but there were four States in the same category which had not given a cent to the Institute, and if they were to make their contribution the problem would be solved.

There was something anomalous about the present situation, which had not been contemplated when the Institute was founded, and the result of which was that the I.L.O. was obliged to give stopgap grants in aid.

Mr. Abualam noted with satisfaction that the Institute was moving rapidly towards its policy goals, and also welcomed the balance in the 1969 expenditure between education and research. He shared the Board's concern that certain seminars and symposia could not be held without additional outside financing, and his hope that every effort would be made to secure an increase in the Institute's fixed income. If the Institute—and the Turin Centre—were to continue in existence and make progress, they must have a sound financial basis, and that was his chief concern.

It appeared that the Institute's income had begun to drop in 1968 and of the meeting of experts was the I.L.O. subsidy from the I.L.O. budget) was announced for the development of its education and research. One way of financing them was from ad hoc grants under the heading of variable income, but it was difficult to predict such grants or base plans upon them, to say nothing of the danger of distorting the balance of the programme. A better form of finance was for all Members to contribute to the Endowment Fund; as yet one-half of them had not done so, including some rich and prosperous countries which could afford to make a sizable payment. If that did not produce the necessary funds the only alternative was to continue and increase the I.L.O. subsidy; but that would mean either a curtailment of the Organisation's operational work, which the majority of the Members would never accept, or a corresponding increase in the I.L.O. budget, and consequently in the contributions of all Members.

Mr. Hill said that the Australian Government (which had withdrawn its reservation concerning the increase in the subsidy from the I.L.O. budget) was concerned at the dwindling percentages of Institute expenditure that were devoted to education and research—for 1969, 25.6 per cent. and 25 per cent. respectively. Even counting the planned additional activities that might become possible through external support, the figures would be 30.4 per cent. and 23.7 per cent. It was disturbing that the two things which were the Institute's raison d'être accounted in the aggregate for barely half of its budget, and it should not be forgotten that those figures included $50,000 for the I.L.O. Internship Course financed directly by the I.L.O. Though planning was made difficult by the dearth of fixed income, the Australian Government considered that resources should be allocated preferentially to education and research, rather than to other programmes.

He was somewhat surprised that the estimate of $1,400 allocated for official travel came under the heading of promotion of labour studies programmes, since he understood that expenditure of this type was normally taken into account under the estimates for general management.

It was gratifying to note that the Institute was paying more attention to activities in the regions, though they were not given priority and were contingent on additional revenue. He welcomed the prospective holding of a symposium in Asia and a seminar in the Caribbean region and would welcome further details of the plans in this regard.

Mr. Véghe Garzón was somewhat worried at the emphasis on research, which might prove far too expensive for the meagre resources of the Institute and he hoped the matter would be kept under critical review. The countries of Latin America had followed the Institute's progress with interest and satisfaction. He hoped the Director would bear in mind that the subjects in the programme for the promotion of labour studies in East Africa were equally relevant in Latin America, and perhaps that could be taken into account in the plans for 1968.

Mr. Mathew urged that the Institute, like the Turin Centre, should collaborate closely with national centres which shared the same objects. The programme for the promotion of labour studies was apparently concerned initially with East Africa, but the principle of such collaboration held good equally in all areas. Great importance should be attached to this, and there should be an exchange of literature, personnel and research programmes to the advantage of all the institutes concerned.

Paragraph 126 of the report rightly stressed that research must be independent, scientific and relevant.

1 See above, first sitting, pp. 6-9, and second sitting, pp. 10-12.
But the validity of the results would be dependent on the soundness of the data, and the Institute should therefore work in close association with the I.L.O. Statistical Branch. Methodology was important; in the family living studies carried out in certain developing countries, for instance, the recorded expenditure might be perhaps 30 per cent. above the income. Such discrepancies showed the need to probe into the quality of the data before drawing conclusions from them.

Mr. Abid Ali felt that the impact of the Institute should be wider; each participant’s capacity and sphere of activity was so limited that the tuition given to him did not go much farther. It should attract men of higher calibre with a wider sphere of activity who could spread the knowledge they had acquired by conducting classes on their return. The studies, too, were not wholly relevant to the requirements of the developing countries, and he was glad to hear that a study was being envisaged of the uses to which the knowledge was put. The Institute should be international in every sense, so that it could be useful to all regions.

Mr. Kane asked why there appeared to be a shortage of candidates from French-speaking African countries for participation in Institute courses and whether it was really necessary to give courses in a single language only. The report itself mentioned the danger that this might detract from the international character of the courses—which was one of their purposes—by restricting the exchange of experience unduly to countries with a similar background.

The proposals were for an annual study course; perhaps the teaching activities could be stepped up in future to give two study courses a year, or three courses every two years, without costing too much to the Institute.

The Institute had already organised courses at the regional level in certain regions and sub-regions. How did the cost of a regional course—say in Africa—compare with the cost of such a course in Geneva? Would it not be much cheaper, and were there any impediments to the holding of courses elsewhere?

Lastly, the percentage of resources allotted to education had fallen from 43.9 per cent. to 25.6 per cent., while there was a slight increase on research. Might one expect further significant movements in future or were those percentages practically final?

Mr. Bolin said the Institute enjoyed very general support from all circles in Sweden—Government, employers and trade unions. He had been a member of the Swedish tripartite delegation to the Nairobi seminar for the promotion of labour studies, financed by the Swedish International Development Authority. It had been very successful, and would, he hoped, eventually lead to a programme of labour studies for the East African countries. The Director had said in paragraphs 105 and 107 of his report that the aim of the programme was to broaden and deepen the understanding of labour problems among those who would in a practical way shape labour policy, and that the Institute would promote a concept of labour studies in which qualified scholarship was responsive to the practical problems confronted by practitioners of labour policy in government, management and unions. He took this to refer also to future seminars and to mean that emphasis would be placed on practical case studies useful to all concerned, and on the practical application of labour studies and research.

Mr. Georget expressed appreciation of the Institute’s courses, which answered the present requirements of the regions. A case in point was the African regional seminar to be held in Tunis from 2 to 21 September 1968. He had noted with pleasure that on their return the participants in Institute courses were more open-minded, more ready to seek common ground and establish a proper atmosphere in industrial relations. Help of that kind was what the developing countries needed in order to make headway and build up their economies in an atmosphere of industrial harmony.

Mr. Mbowo-Ejangue suggested that one of the reasons for the lack of candidates from French-speaking African countries was that many of those countries already possessed similar training centres, as appeared from paragraph 115 of the report. Another reason was that the few trained managers in those countries were generally so burdened with responsibility that it was difficult to dispense with these key men for an extended period. A third reason was that several of the countries in question relied on bilateral co-operation agreements for the management development of their executives. It was not a matter of coolness towards the Institute; many of the developing countries concerned had in fact contributed to the Endowment Fund. Perhaps the Institute should also develop its collaboration with the universities and research institutes in the various countries.

He welcomed the appointment of the Director as Secretary of the International Industrial Relations Association and welcomed also the programme for the promotion of labour studies and the holding of the Nairobi seminar. No doubt other seminars of the same kind should be organised for the closer study of regional problems.

He appealed to the big powers to contribute to the Endowment Fund to enable the Institute to achieve its objectives of education and research, and asked that the developing countries should be associated with the research work, in so far as qualified experts were available.

Most of the African representatives had already left the session, but on their behalf he wished to express the hope that the co-operation between Africa and the I.L.O. could be prolonged at the level of the Directorate. It would help the Director-General to have associates from the various regions who were conversant with their problems, and Africa south of the Sahara wanted to have its share of the posts of high responsibility in the Directorate of the Office as well as posts in the various departments. The Governing Body and the Director-General would doubtless wish to meet that desire.

The Chairman reminded members that the Institute had been conceived as an instrument for study and not merely training, with the idea that, in association with an agency like the I.L.O., it would be able to carry out inquiries and research that could not be performed, or at least not with the same objectivity and the same wealth of data, at the national level. Research, therefore, should not be neglected in its programme—individual research and painstaking investigation, resulting in the publication of works testifying to the vitality of the Institute, rather than the holding of symposia, round-table discussions and the like, which did not really come under the heading of research.
The Director of the International Institute for Labour Studies (Mr. Cox), referring to the concern of speakers about the balance of education versus research, said that experience indicated that the multiplication of courses of the type that were run in Geneva would not be a profitable means of extending the activities of the Institute. Such courses were expensive, and their main justification was as a means of evolving better methods of education in problems of social policy and the public policy aspects of labour relations. The Institute's influence could be widened in two ways: by finding participants who were well placed to influence others because of their functions as educators or members of institutions in a position to pursue labour studies, or by weaving a closer network of relations with universities, research institutes and other seats of learning capable of building up labour study programmes in various countries. The difficulties of finding suitable candidates suggested in turn that instead of prospecting for participants the Institute should concentrate more on carrying the method of education it had created and the experience it had acquired into places where it could be put to use. The latter activity, while referred to as "promotion of labour studies", was basically education for broader ranges of people, and, if it were added to the budgeted expenditure on education and the additional projects it was hoped to finance from outside sources, it would be seen that education would absorb most of the Institute's resources in 1969 and probably in succeeding years. In matters of research, the value of an Institute of that kind ultimately depended on the quality of the work of the people associated with it, but the research had to be done, as Mr. Waline had said, not in isolation but in collaboration between the Institute and research centres and scholars outside. In order for this to be effective, the Institute must supplement the work of national centres; it ought not to become a mere agency farming out research to outside scholars, but must be able to exert supervision and control, to test the quality of the data and the methods used for collecting them—as indeed it was doing in the large comparative research project in progress on the subject of worker participation in management. A meeting on methodology was shortly to be held, in which persons from the co-operating research centres and Institute staff members would work out the methods for collecting the facts and figures for projects of that type.

The Governing Body took note of the annual report on the programme and work of the International Institute for Labour Studies.

Twenty-third Item on the Agenda: Date and Place of the 172nd Session of the Governing Body

The Governing Body, having approved the recommendations of its Working Party on Programme and Structure concerning the timetable of future Governing Body sessions, subject to any adjustments which might prove necessary pending the next Governing Body elections in June 1969, noted that, in accordance with the standard programme, the 172nd Session of the Governing Body would begin on Monday, 27 May 1968, provision being made for a meeting of the International Organisations Committee to enable it to examine any urgent matters. It further noted that, in view of the business which the Building Subcommittee would be called upon to deal with, the Subcommittee would meet on the morning of Monday, 27 May.

Other Business

Mr. Bastid, while apologising for asking to speak at this late stage in the Governing Body's debates, wished to raise four points.

First, he asked that the I.L.O. secretariat services should, in processing claims for reimbursement of travelling expenses of Governing Body members, show greater forbearance in cases where all supporting documents were not produced. It might happen that a Governing Body member had mislaid such a document; in such cases, a declaration on the claimant's honour should suffice. He hoped that the Chairman would intervene with the Office to secure a change of attitude in this respect.

Secondly, he associated himself with the hope expressed by Mr. Mbonjo-Ejangle that, in the event of a post of high responsibility in the Office falling vacant, consideration would be given to filling it through the appointment of a national of an African country south of the Sahara.

Thirdly, he hoped that the Chairman would use his influence towards resolving the current problems relating to the terms of employment of General Service category staff within the Office in a manner consonant with the ideals of social justice to which the Organisation was committed.

Finally, he drew the Chairman's attention, for remedial action, to the cases of two officials who for eight or ten years had remained at the P.2/3 level even though their reclassification would not entail any additional expenditure.

The Chairman expressed confidence that these matters would receive the attention of those competent to deal with them.

(The session closed at 2 p.m.)

1 See below, Appendix XXIII.
2 See above, fourth sitting, p. 27.

Approved by the Governing Body at the first sitting of its 172nd Session, held on 31 May 1968.

Roberto Ago,
Chairman.
APPENDICES

APPENDIX I

Agenda

1. Approval of the minutes of the 170th Session.
2. Report of the Meeting of Consultants on Young Workers' Problems.
17. Composition and agenda of committees and of various meetings.
21. Programme of meetings.
22. Appointment of Governing Body representatives on various bodies.
23. Date and place of the 172nd Session of the Governing Body.

Appendices II to XXIII reproduce the papers submitted to the Governing Body on the above agenda items.
Second Item on the Agenda: Report of the Meeting of Consultants on Young Workers' Problems

1. The Meeting of Consultants on Young Workers' Problems convened in accordance with decisions taken by the Governing Body at its 167th, 168th and 169th Sessions was held at the International Labour Office from 10 to 18 October 1967 to consider the following agenda:

I. Vocational training and employment in developing countries of young persons who have completed, or partly completed, their schooling and of young persons who have never been to school.

II. I.L.O. programme and activities specially related to youth.

2. The meeting was attended by 11 consultants reflecting government, employer and trade union views and experience, as well as those of non-governmental organisations concerned with youth, and selected from the Panel of Consultants on the Problems of Young Workers set up by decision of the Governing Body to advise the International Labour Office on questions of particular concern to young workers and to keep the Office informed of developments of interest in dealing with young workers' problems.

3. The views and suggestions of the consultants on the questions on the agenda of the meeting are indicated in the attached report. The body of the report contains the suggestions made during the discussion of the agenda items. The conclusions of the consultants as regards future I.L.O. activities on behalf of youth are included in the last section of the report (paragraphs 78-91). It will be noted that the consultants underline their extreme anxiety about the gravity and urgency of the problems facing out-of-school youth in developing countries and of the youth problems facing these countries and are convinced that some solution must be found for them. They suggest, in particular, that within the framework of inter-agency collaboration the I.L.O. should give high priority to research and action directed towards meeting the needs of out-of-school youth in developing countries, with special emphasis on meeting their crucial needs for vocational preparation and work opportunity, and make specific suggestions about what the Organisation might be able to do.

4. The Director-General shares the views of the consultants about the urgency and importance of youth problems in the developing countries and about the need for intensifying and strengthening I.L.O. activities to deal with those problems which are of direct concern to the I.L.O. He welcomes the suggestions made by the consultants and considers that they will be most helpful in developing and orienting the I.L.O.'s work on behalf of young workers. He will give careful consideration to implementing the specific proposals made by the consultants on the questions which they examined and will do his utmost to ensure that these proposals are taken fully into account in the planning and implementation of the I.L.O.'s programme of work through the various parts of the Organisation's machinery.

5. The Governing Body is invited to take note of the report of the Meeting of Consultants on Young Workers' Problems and to request the Director-General to take the views and suggestions of the consultants fully into account in planning and orienting the work of the Office and in formulating future programme proposals for the consideration of the Governing Body, in view of the extreme urgency and importance of youth problems in the world today, particularly in the developing countries.
APPENDIX III

Third Item on the Agenda: Report of the Technical Meeting on the Rights of Trade Union Representatives and Participation of Workers in Decisions within Undertakings

1. In accordance with decisions taken by the Governing Body at its 167th (November 1966) and 169th (May-June 1967) Sessions, a Technical Meeting on the Rights of Trade Union Representatives and Participation of Workers in Decisions within Undertakings was held in Geneva from 20 to 29 November 1967. The experts attending the Meeting had been appointed either by the Governing Body or by the Officers of the Governing Body acting on its behalf, in accordance with decisions taken by the Governing Body at its 169th Session (May-June 1967).

2. The report of the Meeting is appended to this paper. Special attention is drawn to paragraphs 62 to 72 of the report, which contain suggestions regarding future I.L.O. action.

3. The Governing Body is invited:
   (a) to take note of the report of the Technical Meeting on the Rights of Trade Union Representatives and Participation of Workers in Decisions within Undertakings;
   (b) to authorise the Director-General:
      (i) to communicate the report of the Technical Meeting and the documentation prepared for it to the governments of member States and through them to the employers' and workers' organisations concerned, for their information and possible comments;
      (ii) to give wide distribution to the report and documentation in interested circles;
      (iii) to take account of the views expressed by the experts in the development of future I.L.O. technical co-operation and research activities and in the preparation of proposals for the agenda of future sessions of the International Labour Conference.

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¹ See above, first sitting, pp. 6-9, and second sitting pp. 10-12.

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APPENDIX IV

Fourth Item on the Agenda: Report of the Meeting of Heads of Official Services for Occupational Safety and Health

1. In accordance with decisions taken by the Governing Body at its 167th (November 1966) and 170th (November 1967) Sessions, the Meeting of Heads of Official Services for Occupational Safety and Health was held in Geneva, at the International Labour Office, from 20 to 29 November 1967. Its agenda was as follows:

I. Promotion and development of official services for occupational safety and health, including:

(a) development of official services in the light of technological change and new trends in occupational safety and health;
(b) present and future tasks of official services;
(c) training of occupational safety and health inspectors;
(d) structure, staffing and equipment of official services; and
(e) co-operation with organisations and institutions engaged in promoting occupational safety and health.

II. I.L.O. activities concerned with the operation of official services dealing with occupational safety and health matters.

III. Co-operation among the various official services for occupational safety and health: role of the I.L.O.

2. The Meeting was attended by 25 members, 14 technical advisers, and representatives of the World Health Organisation, the International Atomic Energy Agency, the Council of Europe, the European Nuclear Research Organisation and the Committee of European Communities. The International Social Security Association and the International Standards Organisation sent observers.

3. The report of the Meeting, appended to this paper, outlines the results of the proceedings, without, however, going into the details. The participants repeatedly expressed their concern at the serious problems facing official services because of new hazards and stresses arising from technological progress. They emphasised the importance of close collaboration between the official services for safety and health and all other organs of government or voluntary bodies working in these fields and also with employers’ and workers’ organisations, and the need to make use of the International Labour Organisation as a forum for the exchange of views and experience. They drew attention to certain I.L.O. functions which they felt should be further developed. They also stressed the value of convening similar meetings under I.L.O. auspices to study specific topics. Finally, they expressed the hope that the Governing Body would authorise the widest possible circulation of their report, together with the working papers, in I.L.O. member States.

4. The Director-General is in full agreement with the views of those who attended the Meeting, particularly in regard to questions arising under item II of the latter’s agenda and especially the need to strengthen I.L.O. action on certain occupational safety and health problems arising out of technological developments in industry. He welcomes the Meeting’s observations and suggestions and will ensure that they are taken into account in the preparation and implementation of the I.L.O.’s work programme in the years ahead.

5. The Governing Body is invited:

(a) to take note of the Report of the Meeting of Heads of Official Services for Occupational Safety and Health;
(b) to instruct the Director-General to ensure the widest possible circulation of the report, together with the related working papers, in I.L.O. member States;
(c) to request the Director-General to take full account of the views and suggestions of the Meeting, particularly in view of the urgency and critical importance of the special occupational safety and health problems caused by new hazards and stresses arising from technological developments, in preparing the work programmes of the Office and in submitting future programme proposals to the Governing Body.
APPENDIX V

Fifth Item on the Agenda:
Report of the Technical Meeting of Experts
on the Organisation and Planning of Vocational Training

[At its second sitting the Governing Body decided to postpone consideration of this item until its 172nd Session. The paper prepared for the Governing Body is accordingly not reproduced here.]

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1 See above, p. 13.
APPENDIX VI

Sixth Item on the Agenda: Report of the Meeting of Experts on the Scope, Methods and Uses of Family Expenditure Surveys

1. In accordance with the decisions taken by the Governing Body at its 168th and 169th Sessions, the Meeting of Experts on the Scope, Methods and Uses of Family Expenditure Surveys met in Geneva from 4 to 13 December 1967. Mr. Shô Akashi (Japan) was elected Chairman. The list of participants in the Meeting appears as Appendix IV to the report of the Meeting, which is attached to this paper.¹

2. The terms of reference of the Meeting, as approved by the Governing Body, were as follows:

   (a) to examine existing international standards concerning the scope and methods of collection of family expenditure surveys in the light of national surveys undertaken since 1950, and to make proposals for the modification or extension of existing standards if necessary;  

   (b) to analyse the contents of the various income and expenditure items observed in national family expenditure surveys, in order to identify the problems involved in the elaboration of an international classification of these items which would best meet the needs of the various users of the results of such surveys.

3. From the outset the Meeting placed strong emphasis on the advantages of household income and expenditure surveys as tools for purposes of micro-economic analysis and in particular for study of income and expenditure phenomena with reference to selected classes among the population, such as wage earners, peasant farmers and other socio-economic groups. The important role of these surveys as a source of weighting patterns for constructing consumer price index numbers was also noted. However, in its recommendations the Meeting listed a wide variety of other objectives of household income and expenditure surveys, including the supply of basic data needed for policy making in connection with social and economic planning as well as for use in determining needs among the various sectors of the population and establishment of programme targets. It also recommended that special surveys should be undertaken from time to time to obtain more detailed information concerning economically vulnerable groups in the population and economically depressed zones of the country.

4. Another important use of household income and expenditure surveys was the provision of data for estimating the redistributive effects of direct and indirect taxation and of various social benefits on the situations of the various types of family.

5. The need for undertaking surveys on a regular and systematic basis was emphasised, particularly in view of the usefulness of the data derived from them in connection with the determination and revision of minimum wage levels as well as for other purposes related to wage determination.

6. Although, because of their cost and the magnitude of the undertaking, the experts recommended that major surveys should be undertaken in each country at fairly long intervals (not exceeding ten years), they recognised that because of the rapid economic changes commonly experienced in developing countries the latter might need to undertake household income and expenditure surveys more frequently, at intervals of no more than five years.

7. The Meeting unanimously adopted a series of recommendations, contained in Appendix I of the report, which could be considered as a proposed revision of the international statistical standards embodied in the resolution concerning methods of family living studies adopted in 1949 by the Seventh International Conference of Labour Statisticians. These new recommendations therefore provide a basis on which the Office will be able to draw up draft revised statistical standards on the subject for submission to the next (i.e., the Twelfth) International Conference of Labour Statisticians.

8. In respect of item (b) of its terms of reference, the Meeting adopted a condensed list of groups of expenditure by which national data on household expenditures should be classified for purposes of international comparisons (see point 26 of the recommendations, Appendix I to the report). It was recommended that this condensed list should be used as a basis for developing an international standard classification of household expenditure which should be consistent with the Classification of Households' Goods and Services in the United Nations System of National Accounts and Supporting Tables, to the fullest extent permitted by the nature of the information which can be supplied by respondents in household income and expenditure surveys.

9. As regards international comparisons of levels of living and of household incomes and expenditures, the Meeting noted that, in the first place, comparisons of income and expenditure which did not take account of the social organisation of the population groups compared would obviously lead to false conclusions. The Meeting therefore stressed the need to provide supplementary information on the quantity and value of various public and other services which are received free by households that cannot be readily valued and included in the individual household account. In the second place, the experts noted that over-all comparisons of data relating to two heterogeneous populations were not meaningful and that even the comparison of two similar social groups in two different countries was fraught with difficulties since the economic milieu generally differed even if the social milieu was almost identical. Differences in economic environment to be considered particularly to the structure of taxation and the price structure, while the latter itself reflected different utility functions or consumer preferences. Since these problems of international comparison were well known and were still the subject of research by economists, the Meeting felt that no specific recommendations were called for on this point.

10. The Director-General intends to make the report of the Meeting available for information to persons and institutions interested in the subject. The recommendations of the experts will also provide valuable guidance in the future work of the Office.

II. The Governing Body is invited to take note of the Report of the Meeting of Experts on the Scope, Methods and Uses of Family Expenditure Surveys.

APPENDIX VII

Seventh Item on the Agenda: Report of the Working Party on the Programme and Structure of the I.L.O.¹

1. The Working Party on the Programme and Structure of the I.L.O. set up by the Governing Body at its 160th Session (November 1964) held its seventh and eight sessions in Geneva on 1 and 2 November 1967 and from 7 to 10 February 1968. Its report is appended to this note.²

2. The Governing Body is invited:
   (a) to approve the conclusions contained in the attached report of its Working Party on the Programme and Structure of the I.L.O.;
   (b) to communicate this report as the fifth report of the Working Party to the International Labour Conference at its forthcoming (52nd) Session for discussion in connection with the Report of the Director-General (Part 2);
   (c) to instruct the Director-General to make available to the Conference, as an annex to the fifth report of the Working Party, a summary of communications received from governments and employers' and workers' organisations in respect of the proposals concerning the role, composition and procedures of the Governing Body and its committees;
   (d) to approve the recommendations concerning the organisation of the work of the Governing Body contained in the report (paragraphs 51 to 95); and
   (e) to decide to add to the agenda of the 53rd (1969) Session of the Conference the following item:

"General review of the reports of the Working Party on Programme and Structure submitted to the Conference by the Governing Body", it being understood that the Conference would set up a special committee to examine this item which would formulate its conclusions in a report to be submitted to the Conference.

¹ See above, third sitting, pp. 17-22, and fourth sitting, pp. 23-27.
APPENDIX VIII

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

[At its second sitting\(^1\) the Governing Body dealt with the 102nd and 103rd Reports of the Committee on Freedom of Association. The texts of these reports will be found in the *Official Bulletin* (Geneva, I.L.O.), Vol. LI, No. 2, Apr. 1968, Supplement.]

\(^1\) See above, p. 14.

APPENDIX IX

Ninth Item on the Agenda: Reports of the Financial and Administrative Committee\(^1\)

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

\(^1\) See above, fifth sitting, pp. 32-33, and sixth sitting, pp. 35-38.

APPENDIX X

Tenth Item on the Agenda: Report of the Allocations Committee\(^1\)

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

\(^1\) See above, fifth sitting, p. 34.
APPENDIX XI

Eleventh 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 17 February 1968 under the chairmanship of Mr. R. Purpura (Italy).

STANDING ORDERS

Quorum at the International Labour Conference

2. According to article 17, paragraph 3, of the Constitution of the Organisation, a vote at the Conference is void unless the total number of votes cast is equal to half the number of the delegates attending the Conference. It is generally recognised that the purpose of this rule is twofold: to ensure a minimum amount of participation in a decision; and to ensure a minimum amount of support for a decision.

3. After prolonged consideration of the matter by both the Governing Body and the Conference in the 1920s, the conclusion was reached that the only valid interpretation of the concept of "votes cast" in the Constitution was its limitation to votes cast for and against. That conclusion is embodied in article 20 of the Standing Orders of the Conference. It also now appears to be generally recognised that recorded abstentions cannot be considered as votes cast for purposes of the rule regarding the quorum, because otherwise one of its purposes, namely that of requiring a minimum amount of support for a decision, might be totally defeated (e.g., quorum = 50; abstentions = 47; votes for = 2; votes against = 1; proposal adopted).

4. Following a number of incidents relating to the quorum at the 48th Session of the Conference (1961), the Governing Body undertook a review of the question whether the operation of the present quorum rule was satisfactory or not. The Committee to Consider the Improvement of the Practical Methods of Working of the International Labour Conference, in 1962, examined in particular the possibility of regarding abstentions as "votes cast"; it reported to the Governing Body, at the latter's 153rd Session, its decision not to recommend any change in the present practice.

5. At the 155th Session of the Governing Body (June-July 1964), the Workers' group introduced a proposal that the present quorum rule should be replaced by the following:

"A draft Convention or Recommendation shall be adopted by a two-thirds majority of delegates voting, providing that not less than one-third of the total number of delegates shall vote in favour; otherwise the vote shall be void, in which case the President shall, at his discretion, bring the matter before a future sitting of the Conference. In the case of a decision not requiring a two-thirds majority, the decision shall require a simple majority, providing that at least one-quarter of the delegates shall vote in favour."

6. The Committee on Standing Orders and the Application of Conventions and Recommendations, to which the proposal was referred, reported hesitations about it and suggested instead a number of practical measures to ensure the accuracy of the level of the quorum. These were adopted at the 161st Session of the Governing Body (March 1963). The Workers' group then reserved its right to reintroduce its proposal at some future date.

7. The question of the quorum was also considered by the Working Party on the Programme and Structure of the I.L.O., which did not, however, make any report on the substance of the question; it merely proposed, in its report to the 168th Session of the Governing Body (February-March 1967), that the Governing Body should refer the question back to the Standing Orders Committee for further consideration. The Governing Body acted on that proposal.

8. At the sitting of the Committee on Standing Orders and the Application of Conventions and Recommendations held in November 1967 the Worker members reintroduced the 1964 proposal of the Workers' group, which was recognised to involve amendment of the Constitution. The Committee gave detailed consideration to that proposal, and the support of a number of Government members expressed hesitations. The Office was then requested both to supply information on the number of cases in which the operation of the quorum rule had created difficulties and to examine the question whether the quorum rule could be made inapplicable to certain types of Conference decisions, in particular decisions as to procedure and decisions on resolutions, without an amendment to the Constitution.

9. At its sitting held in connection with the present session of the Governing Body, the Committee had a further lengthy exchange of views on the quorum rule and the desirability of changing that rule in view of the anomalies to which it had been considered to give rise.

10. On the basis of information provided by the Office the Committee noted, first, that the operation of the present quorum rule had led to difficulties in a relatively limited number of cases and that it could thus not be said that a change in that rule was imperative either for the efficiency or for the repute of the Conference.

11. The Committee noted further that it was not possible to envisage any method of making the quorum rule inapplicable even to motions as to procedure, or to resolutions, without recourse to an amendment to the Constitution. Such a procedure, and the requirement of ratification which it involved, presupposed the full support of the three groups.

12. Such support for an amendment to the Constitution was not forthcoming. The view was expressed by the Employer members and certain Government members that the alternatives which had hitherto been put forward to the quorum rule, including the proposal made by the Worker members, involved disadvantages which outweighed the hoped-for advantages. Furthermore, although the Worker members continued to consider that a change in the rule was desirable and they were supported by one Government member who proposed for consideration a variant of the Workers' proposal designed to mitigate some of its disadvantages—a variant tentatively supported by the Worker members—the Employer members and other Government members considered that a need for a change in the present rule had not been shown to exist at this time.

In view of the foregoing considerations, the Committee on Standing Orders and the Application of Conventions and Recommendations does not wish to pursue the matter any further at this time and therefore does not recommend any change in the rules governing the quorum at the International Labour Conference.

At the same time, the Committee considered the question whether further measures could be taken to ensure that the level of the quorum at all times accurately reflected the real composition of the Conference. It noted that experience suggested that the quorum fixed at the beginning of a session was reasonably accurate, but that, despite a variety of measures, the Secretariat was still not sufficiently informed of the final departures of delegates; some members also pointed out that the quorum was effected by the temporary absences of delegates who had not finally left.

The Committee agreed on three further measures designed to ensure the accuracy of the quorum, particularly during the last days of a session:

(a) In addition to the passage regularly included in the Daily Bulletin reminding delegates leaving the Conference to inform the Secretariat of their departure, a special appeal to delegates to play their part in ensuring that the quorum remains realistic should be made by the President of the Conference, and by the Chairmen of the three groups, at the end of the penultimate week and the beginning of the final week of the Conference; at the same time, the attention of delegates could be drawn to the need to have themselves replaced by a substitute in case of temporary absence.

(b) At present the Daily Bulletin states that special forms for indicating the date of departure are available at the Information Desk or the Distribution Service. Provision should be made for such indications either on the attendance cards signed at every sitting, or on some form attached thereto, from the end of the penultimate week of the Conference.

(c) When a record vote is taken in plenary sitting while Conference Committees are in session, measures should be taken—for instance by means of appropriate announcements—to ensure that all delegates are aware not only that such a vote is being held but also that—unless they are replaced by a substitute in plenary—they are both entitled and expected to leave Committees in order to take part in it.

The Committee on Standing Orders and the Application of Conventions and Recommendations unanimously recommends to the Governing Body that it should recommend to the Selection Committee of the International Labour Conference the adoption of the measures proposed in the preceding paragraph.

The question was also raised by the Worker members whether some of the difficulties encountered by the application of the quorum rule had not been due to an abusive recourse to recorded abstentions. A number of Government members and the Employer members pointed out that the matter was one of individual discretion and that delegates abstained for a variety of legitimate reasons. However, some members underlined the obligation of delegates, when deciding to abstain, to give serious consideration to all the implications of their decision.
APPENDIX XII

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

1. The International Organisations Committee met on 21 February 1968 under the chairmanship of Mr. Borisov (Government member, U.S.S.R.) in connection with the 171st Session of the Governing Body. The list of members present at this meeting is to be found in Annex A.

Twenty-second Session of the General Assembly of the United Nations

Admission of New Members.

2. The Committee noted that the People's Republic of Southern Yemen had become the 123rd Member of the United Nations, and in welcoming this decision a number of Government members (Iraq, Byelorussian S.S.R., United Arab Republic) drew attention to the trend towards universality within the United Nations system of organisations and the desirability of fostering it, the admission of Southern Yemen to the United Nations opening the constitutional possibility of its becoming a Member of the I.L.O. The Government member for the United Kingdom also welcomed the entry of the Republic of South Yemen into the United Nations and the possibility of it becoming a member of the I.L.O. and expressed the hope that agencies of the United Nations family would give a favourable response to requests for technical assistance from this newly independent country.

Elimination of Discrimination against Women.

3. Employer, Worker and Government members widely welcomed the adoption by the General Assembly of a Declaration on the Elimination of Discrimination against Women, with the preparation of which the I.L.O. had been associated, and many provisions of which were based on existing I.L.O. standards. The provisions of the Declaration which related to matters dealt with in those standards should not be regarded as superseding them, but the I.L.O. instruments, which had played a pioneering role, should on the contrary be used as a tool for the effective implementation of the Declaration. Indeed, the Employer members felt that the Declaration should be applied in the light of the Declaration. The Employer members drew attention to the desirability of better equipping the I.L.O. to discharge its own responsibilities in the field of education and, in the light of the statements made in the General Assembly by Members of the I.L.O., expressed surprise that no Government members had expressed support for the building up of the International Centre for Advanced Technical and Vocational Training in Turin.

4. As a follow-up to the submission of the important report on the training of national technical personnel for the accelerated industrialisation of the developing countries, to the preparation of which the I.L.O. had made a significant contribution, the General Assembly requested, in resolution 2259 (XXII), together with observations on the report, the submission to the Assembly at its 23rd Session of the report on the development and utilisation of human resources, already called for under resolution 2090 (XX) which should now also deal with the question of the drain of national technical personnel at all levels from the developing countries.

5. The Committee agreed to recommend the Governing Body to authorise the Director-General to co-operate with the United Nations Educational, Scientific and Cultural Organisation and other interested specialised agencies in the activities to be undertaken on the occasion of the International Education Year.

Training of National Technical Personnel.

6. As a follow-up to the submission of the important report on the training of national technical personnel for the accelerated industrialisation of the developing countries, to the preparation of which the I.L.O. had made a significant contribution, the General Assembly requested, in resolution 2259 (XXII), together with observations on the report, the submission to the Assembly at its 23rd Session of the report on the development and utilisation of human resources, already called for under resolution 2090 (XX) which should now also deal with the question of the drain of national technical personnel at all levels from the developing countries.

7. Government members and the Worker members stressed the importance of the training problem and the role which the I.L.O. should be expected to play in this field, the substantive aspects of which were before other committees of the Governing Body. Several Government members (Iraq, Byelorussian S.S.R., United Arab Republic) welcomed the closer co-operation with U.N.I.D.O. which was growing, as desired by the International Labour Conference when it had discussed industrialisation at its 51st (1967) Session, while the Employer members, who shared the view that the I.L.O. should play an important role of its own, felt that it should be fully recognised and cautioned against premature conclusions concerning the development of co-operation between the I.L.O. and U.N.I.D.O.

8. As regards the "brain drain", aspects of which are also dealt with in the General Assembly resolution on the outflow of trained personnel from developing countries, a number of Government members drew attention to the seriousness of this problem for developing countries, while the Employer members welcomed the fact that, in putting forward conclusions concerning possible remedial action, the Advisory Committee on Salaried Employees and Professional Workers had...
enabled the I.L.O. to initiate concrete consideration of the problem. Worker members cautioned against a limited view of the problem, which also arose in the developed countries and even within the confines of particular countries. The outflow of trained persons was due to a combination of factors such as remuneration, working conditions, technical facilities, and also adverse political situations. The problem would grow and, in attempting to resolve it, the need to preserve freedom of work should not be overlooked. The I.L.O. had a special duty to stress these considerations wherever the question was raised in the various I.L.O. meetings. In stressing the desirability of the I.L.O. analysing the various elements of this complex problem, the Government member for Yugoslavia also drew attention to the question of the use to which available trained personnel were put in developing countries. In conclusion, it was agreed that the matter required continuing attention and that the Director-General should submit to the competent Governing Body committee, at the appropriate time, information as to the manner in which the I.L.O. was tackling the problem.

U.N.C.T.A.D.

9. The fact that the second session of the United Nations Conference on Trade and Development had opened in Nairobi on 1 February 1966 was welcomed by a number of Government members, who expressed the hope that the Conference would be a success (Cameroon, Iraq, Byelorussian S.S.R., U.S.S.R., United Kingdom), while the Worker members stressed the need for a broader and more generous approach to the expansion of the developing countries’ trade, and hoped that positive results would be achieved. The Employer members also hoped that, once the political difficulties confronting U.N.C.T.A.D. had been resolved, the Conference would yield good results. A full report including the statement of the I.L.O. representative, will be submitted to the Committee at its next meeting, by which time the Conference will have ended.

Independence of Colonial Countries.

10. Resolution 2326 (XXII) concerning the implementation of the declaration on the granting of independence to colonial countries and peoples, after noting with satisfaction the work accomplished by the Special Committee on the situation with regard to the implementation of the Declaration on the granting of independence to colonial countries and peoples, and approving the programme of work envisaged by the Special Committee for 1966, whereby’s recommendation on the legitimacy of the struggle of the colonial peoples to exercise their right to self-determination and independence and notes with satisfaction the progress made in the colonial territories by the national liberation movements. In its operative paragraph 7, the resolution expresses appreciation to the United Nations High Commissioner for Refugees, the specialised agencies concerned, and other international relief organisations for the help they have so far given, and requests them to increase their economic, social and humanitarian assistance, and to direct their assistance to the countries under colonial domination. In paragraph 8, the resolution further requests all States, directly and through action in the international institutions of which they are members, including the specialised agencies, to withhold assistance of any kind from the Governments of Portugal and South Africa and the régime of Southern Rhodesia “until they renounce their policy of colonial domination and racial discrimination”.

11. Resolution 2311 (XXII) concerning the implementation of the declaration on the granting of independence to colonial countries and peoples by the specialised agencies and the international institutions associated with the United Nations, which, as pointed out by the Byelorussian S.S.R. and U.S.S.R. Government members, should not be confused with the preceding one, also recommends the specialised agencies concerned to take urgent and effective action to assist the peoples struggling for their liberation from colonial rule, and not to grant any assistance to the Republic of South Africa and Portugal until they renounce their policy of racial discrimination and colonial domination.

12. In the course of the debate which took place in the Fourth Committee of the General Assembly in connection with these resolutions, the I.L.O. representatives, commenting on the activities of the International Labour Organisation,1 pointed out that “a change in legal and political status of non-self-governing territories is essentially a political matter and therefore for the United Nations to deal with. The specialisation agencies can only support the political actions of the United Nations, and this the I.L.O. has always been prepared to do within the sphere of its constitutional competence”. He further stated that the I.L.O. is morally associated with the promotion of dependent peoples through a number of past resolutions, such as the resolution concerning the activities of the International Labour Organisation to contribute to the eradication of the adverse consequences of colonialism in the fields of the conditions of work and standards of living of the workers, adopted by the International Labour Congress (1954 Session), the different measures taken concerning the elimination of apartheid, and the resolutions on Southern Rhodesia adopted by the Governing Body at its 163rd (November 1956) Session 2 and by the Conference at its 51st (1967) Session.3 On the other hand, “as long as there remained a substantial number of non-self-governing territories, the I.L.O. promoted improvements in the status and conditions of work of workers through the adoption of standards for such territories or the application to territories of standards adopted for independent States. The I.L.O. representative further underlined the I.L.O.’s research activities, such as the publication of the “African Labour Survey” and “Labour Survey in North Africa”; he also mentioned the I.L.O.’s co-operation with the Trusteeship Council reviews of the labour and social situation in Africa. During the process of change in the political and legal status of the territories, acute social problems arise, which the I.L.O. is helping to solve. In this connection, he referred again to the I.L.O.’s work on the elimination of apartheid, and long-range work, particularly on forced labour and freedom of association, industrial relations, and workers’ education, as well as the facilities offered by the International Institute for Labour Studies and the Turin Centre.

13. The manner in which the position and the role of the I.L.O. had been outlined drew approval from the Worker members and several Government members, while the Employer members stressed particularly the stand taken by the I.L.O. against apartheid. The Worker members, whose views were also shared by a number of Government members, while recognising that changes in the status of dependent territories was essentially a political problem falling within the province of the United Nations, stressed that the I.L.O. had an obligation to associate itself with the countries for oppressed peoples and should, within the limits of its competence, make its contribution to the common endeavour. At the same time, several Government members felt that the time had come to consider what concrete further steps should be undertaken, and the Government member for Iraq suggested, with the support of others, that any I.L.O. action in this field should be

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1 See United Nations: Resolutions, 22nd Session, op. cit., pp. 4-5.
3 For the text of the resolution see Minutes of the 163rd Session of the Governing Body, seventh sitting, pp. 47-48, and Appendix XIV, Annex B, p. 87.
so calculated as not to benefit the ruling classes deriving advantages from, and bent on preserving, colonial rule; and it should, moreover, not harm those who suffered from such rule.


14. The Committee heard a statement by Dr. Abbas Ammar, Deputy Director-General, who had headed the Office delegation to the Symposium. He underlined the I.L.O.'s active role at the meeting and the spirit of co-operation that prevailed over the I.L.O.-U.N.I.D.O. relationships at the working level. The Committee also stressed that the Symposium had discussed in some depth the social aspects of industrial development with specific reference to the international labour standards of the I.L.O. and its action in the field of vocational training, management development and small-scale industries. The final report of the Symposium having not yet been distributed by U.N.I.D.O., the Committee decided to defer consideration of the whole matter until the next session of the Governing Body.

15. The Committee was informed that the negotiations at present under way between the Director-General of the I.L.O. and the Executive Director of U.N.I.D.O. on the conclusion of an agreement concerning co-operation between the two institutions had reached an advanced stage.

The United Nations Development Decade

16. A number of speakers expressed the view that the first United Nations Development Decade was a failure. In support of this view operated a number of different causes of lack of success. The worker members underlined the lack of social objectives in the planning of the Decade, as well as the failure of most of the advanced countries of the world to devote enough resources to development assistance. The United States Government member mentioned the population growth that had outstripped economic gains attained during the Decade; the Government member for India mentioned the aid and trade policies of the industrialised countries as the main reason for the widening of the gap between the developed and developing countries registered during the Decade. There was recognition that the developing countries did not always put to full and productive use the resources at their disposal and that not enough utilisation was made by them of the multilateral programmes for development that were within their reach.

17. The Worker members and some Government members (United Arab Republic, India, Iraq) expressed their agreement with the assertion in the Office paper that the growth of gross national product had not led invariably to a corresponding growth in employment, and that this goal should be supplemented by other goals such as the better utilisation of human resources, standards on health and education and per head food consumption.

18. The role the I.L.O. has to play in this context was stressed, and the Committee was unanimous in agreeing that future I.L.O. action should be guided by the inclusion of employment creation and manpower training among the main goals of development and that the necessary steps should be taken to ensure that they were achieved during the second Development Decade, full attention being paid to the application of I.L.O. standards. The World Employment Programme was described as a positive contribution to the Decade.

19. Replying to some comments made by the Employer members and two Government members (India, United Arab Republic), the representative of the Director-General explained to the Committee that the paper submitted by the Office on the Development Decade had never been intended as an exhaustive document on the analysis of the causes of the failure of the first Development Decade nor a detailed programme of action for the future. It was merely intended to indicate the main trends and policies prevailing in the United Nations Economic and Social Council and other United Nations bodies in relation to the Decade, as well as the I.L.O.'s position in respect of them. As for the achievements of the I.L.O. during the first Decade, he mentioned the Ottawa Plan for Human Resources Development, the Asian Manpower Programme and the African Jobs and Skills Programme, which had been launched during the last 14 months, and the World Employment Programme, which would be in full operation in about three years' time. The Committee would be kept informed of developments in the United Nations and of their impact on I.L.O. action, but the I.L.O.'s responses and the timing of further documents would depend on the pace of progress in the United Nations.


20. The Committee considered the working agreement that had been reached between the I.L.O. and B.I.R.P.I. The agreement, concluded by exchange of letters between the heads of the two organisations (the text of which is to be found in Annex B) provides for co-operation, consultation and exchange of documents between the two organisations in areas of mutual interest. It is also proposed that each organisation should participate, without right of vote, in meetings of the other organisation where matters of common interest are to be discussed.

21. The Committee agreed to recommend to the Governing Body:

(a) to take note of the working agreement concluded between the I.L.O. and B.I.R.P.I.;
(b) to authorise the Director General to make the necessary arrangements for inviting B.I.R.P.I. representatives to take part, without the right to vote, in I.L.O. meetings at which questions of mutual interest are discussed.

The European Code of Social Security

22. The European Code of Social Security has now received the number of ratifications necessary for its entry into force, which will take place on 17 March 1968. The Committee welcomed the entry into force of this instrument, and took particular note of the opportunities it may provide for the advancement of work on worldwide social security codes; the Worker members particularly welcomed the opportunity afforded to the I.L.O. to co-operate in the application of social security standards. It was recognised that problems of social security differ regionally, but that the I.L.O. has developed a degree of co-operation on social security questions in other regions, notably with the Organisation of Central American States, based in the main on considerations and approaches similar to those embodied in the European Code of Social Security. The Committee took due note of the Code and of I.L.O. co-operation in this area.

The World Food Programme

23. The Committee considered an Office paper on I.L.O. co-operation in the World Food Programme. The I.L.O. supplies technical advice to the W.F.P. and to governments seeking W.F.P. aid, mainly in the fields of manpower, remuneration and other labour aspects of development projects at their various stages. Special attention is given to the application of international labour standards in W.F.P. activities.


The United Nations Export Promotion Programme

The need for developing countries to expand and diversify their export trade in manufactured and semi-manufactured goods as a means of accelerating their economic development and raising their standard of living has received growing recognition, notably in the Final Act of the United Nations Conference on Trade and Development and in the amended section on trade and development of the General Agreement on Tariffs and Trade. But the efforts directed towards the removal or reduction of trade barriers to the export of manufactured and semi-manufactured goods from the developing countries must be paralleled by their efforts towards the promotion of these exports and of export-oriented industries.

27. At its 170th Session (November 1967) the Governing Body, on the recommendation of the International Organisations Committee, authorised the Director-General to express the willingness of the I.L.O. to participate in the United Nations Export Promotion Programme, which was being organised by U.N.C.T.A.D. and G.A.T.T. with a view to assisting the developing countries in promoting exports of manufactured and semi-manufactured goods and in developing their export-oriented industries. It was understood that the Programme Committee would be kept informed of the nature and scope of I.L.O. participation as the situation developed.

28. A joint G.A.T.T./U.N.C.T.A.D. International Trade Centre has now been established within the broader United Nations Export Promotion Programme, with effect from 1 January 1968, with the approval of the General Assembly of the United Nations and the contracting parties to the General Agreement on Tariffs and Trade. The Centre is to provide trade information and trade promotion advisory services, to arrange for training in export promotion, to undertake studies on special aspects of trade promotion and marketing, and to provide substantive support for export promotion projects financed under the United Nations technical co-operation.

29. The participation of the I.L.O. in the Export Promotion Programme, and more particularly the activities of the International Trade Centre, which had been specifically envisaged by the sponsoring organisations, including in particular G.A.T.T., would aim at providing assistance in improving managerial efficiency and in raising the productivity of workers in industries whose products are under promotion for sale on export markets, and dealing with the social aspects of adjustments which will have to be made as a result of changes in the structure of trade flows in manufactured and semi-manufactured goods.

30. When the International Organisations Committee reviewed the situation, in the light of a note summarising recent developments and the broad lines of I.L.O. contributions to export promotion, Employer members expressed serious reservations concerning the expediency of the I.L.O. attempting to deal with trade questions which fell outside its competence or had, at best, very remote long-range implications in fields of proper concern to them. The problem was a purely economic one which, moreover, involved keen competition between nations, in which the I.L.O. should not take sides. Furthermore, the suggestion that Industrial Committees should consider the social aspect of the promotion of exports from developing countries raised serious difficulties because many Industrial Committees did not deal with export industries, because they were not composed in a manner making for a fruitful discussion of export trade aspects, and because it was doubtful that their conclusions could be of great practical use for the United Nations Export Promotion Programme. This could conceivably be achieved only through specialised meetings of a different nature.

31. A number of Government members (United States, United Arab Republic, Cameroon, Chile) and the Worker members did not share these views. The services of the I.L.O. had been specifically requested by the sponsors of the Export Promotion Programme, and the I.L.O. obviously saw, in the light of their own estimation of the situation, the value of such a contribution. The expansion of trade was a subject of keen interest, which the I.L.O. could not ignore; many of its aspects, including competition for markets, which were in any case outside its sphere of competence and while falling within the competence of the I.L.O., did not involve duplication since other bodies, such as U.N.C.T.A.D., did not intend to deal with the matter. The Industrial Committees could not ignore the problems specifically and had asked the I.L.O. to consider them by the Governing Body, which had requested the Director-General to devote to trade a chapter of his report to a number of Industrial Committees. For instance, export trade was a key factor in textile industries, which faced serious difficulties; the technical and financial negotiations, or market prospection, or in fact all aspects of export problems affecting specific industries, a selective approach might be indicated, and useful discussions in other organs or I.L.O. meetings could also be envisaged.

32. In order to dispel any possible misunderstanding, the Principal Deputy Director-General gave the Committee a formal assurance that: (a) far from competing with U.N.C.T.A.D. and G.A.T.T., it was intended that the I.L.O. should co-operate with them, at their own request, which they had taken the initiative to formulate; (b) the I.L.O. would not become involved in economic and financial negotiations, or market prospection, or in competition for markets, which were in any case outside its sphere of competence; and (c) the co-operation of the I.L.O. with the Export Promotion Centre would not be directly concerned with labour standards prevailing in export industries in developing countries. The I.L.O.'s contribution would relate to matters specifically within its competence and with which the I.L.O. alone could deal, such as assistance in management development and training. Assistance would be provided to any country requesting it, without regard to the effect of such assistance on competition, any discrimination resulting from such assistance being capable of being offset through requests for similar assistance, which would be available without discrimination, and the impact on advanced countries being compensated by the availability of assistance in adaptation to s, natural changes. While Industrial Committees might usefully discuss export problems affecting specific industries, a selective approach might be indicated, and useful discussions in other organs or I.L.O. meetings could also be envisaged.

33. In the light of these assurances, the Employer members felt that their misgivings were allayed. The Committee therefore agreed that I.L.O. participation in the Export Promotion Programme would be practical and in view of the United Nations Export Promotion Programme, could appropriately take place within the limits of available resources in two areas of action, namely:

(a) In the field of technical co-operation, on the basis of prior requests, the I.L.O. could provide assistance to member countries in improving managerial efficiency and raising the productivity of workers in industries whose products were under promotion for sale on export markets. The I.L.O.'s experience in

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1 See Minutes of the 174th Session of the Governing Body, sixth sitting, p. 44, and Appendix XIV, paras. 24-27, p. 98.
vocational training, management development and industrial relations in the broadest sense could be particularly valuable in helping such industries to secure improvement in these respects, thereby helping to improve their competitive position in export markets. Assistance in these fields of I.L.O. competence to developing countries in developing or improving export industries could be provided by the I.L.O. itself on request by member countries or through I.L.O. participation in joint operational projects such as those envisaged by the G.A.T.T./U.N.C.T.A.D. International Trade Centre—projects in which other international agencies would take part in connection with other problems of export promotion.

(b) The I.L.O. has special competence in dealing with the social aspects of adjustments which will have to be made as a result of changes in the structure of trade flows in manufactured and semi-manufactured goods. In this area I.L.O. action might take the following forms:

(i) arranging for the discussion in appropriate I.L.O. meetings (including selected Industrial Committees) of the social aspects of the promotion of exports from developing countries;

(ii) research on problems of, and measures for structural adjustment of, employment in advanced countries arising from the changing pattern of international trade, with special reference to increased imports of industrial products from developing countries.


34. The Committee reviewed the contents of the I.L.O. documentation and the syllabus of the Seminar in some detail. It noted that Employer and Worker members were in general accord that the Seminar had been very successful; its report was an important document for future study in reference to the application of the Universal Declaration of Human Rights.

35. The Committee noted with interest the widely held views of the Seminar that provisions of essential economic, social and cultural rights should be introduced into state constitutions for greater efficacy and that particular significance was attached to international instruments of the I.L.O. and their important role in determining social, economic and cultural rights. The view that progress in attaining ratification of covenants on human rights should be actively pursued was also duly noted. A desire was expressed that I.L.O. documents on aims and principles prepared for the Seminar should be given the widest possible circulation, and it was requested that the feasibility of such dissemination should be looked into. The Committee duly noted the developments in and proceedings of the Warsaw Seminar.

International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organisations (Geneva, 18-19 December 1967)

36. The Convention on the Protection of Performers, Producers of Phonograms and Broadcasting Organisations came into force on 18 May 1964. A subsequent meeting of the contracting States was held under the joint auspices of the I.L.O., U.N.E.S.C.O. and B.I.R.P.I. to constitute the Intergovernmental Committee on the application and operation of the Convention as provided for in Article 32 of the Convention.

37. The Committee considered the report of the First Session of the Intergovernmental Committee held at the I.L.O. in December 1967 and decided to recommend the Governing Body to take note of the report of the First Session of the Intergovernmental Committee established under Article 32 of the International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organisations.

V. Borisov,
Chairman and Reporter.

ANNEX A

LIST OF MEMBERS PRESENT AT THE MEETINGS HELD BY THE INTERNATIONAL ORGANISATIONS COMMITTEE ON THE OCCASION OF THE 171ST SESSION OF THE GOVERNING BODY

Government group:

Australia: Mr. Weemaes.
Chile: Mr. Carrasco.
China: Mr. Lee.
Iraq: Mr. Yasseen.
U.S.S.R.: Mr. Gerbov.
United Arab Republic: Mr. Abulam.
United Kingdom: Mr. Morgan.
United States: Mr. Weaver.
Uruguay: Mr. Geo Espiell.
Yugoslavia: Mr. Tabor.

Employers’ group:

Mr. Gonzales Blanco.
Mr. Mermillod (personal substitute for Mr. Waline).
Mr. Phiri.
Mr. Yilanes Ramos.

Workers’ group:

Mr. Bolin.
Mr. Kune.
Mr. Mör.

The following regular members were absent:

Employers’ group:

Mr. Martinez Espino O.
Mr. Tata.

Workers’ group:

Mr. Faupl.
Mr. González Navarro.
Mr. Monk.

The following substitute members were present:

Government group:

Argentina: Mr. Urrutia.
Byelorussia: Mr. Sheldov.
Cameroon: Mr. Mbonjo-Ejangue.
Canada: Mr. Mainwaring.
France: Mr. Bourras.
India: Mr. Rana.
Italy: Mr. Purpura.
Malaysia: Mr. Cassim.
Mexico: Mr. de Santiago López.
Peru: Mr. Solari Wayne.

Employers’ group:

Mr. Pennema.
Mr. Ferrier.
Mr. Gaycort.
Mr. Vágh Gábor.

Workers’ group:

Mr. Haraguchi.
Mr. Hernandez.
Mr. Morris.

Other members or deputy members of the Governing Body present:

Government group:

Sweden: Mr. Lagergren.
Venezuela: Mr. Aponte.

Representative of a States Member present as an observer:

Algeria: Mr. Benzitouni.

Exchange of Letters Between the Director-General of the International Labour Office and the Director of the United International Bureaux for the Protection of Intellectual Property

Text of the Letter from the Director-General of the International Labour Office to the Director of the United International Bureaux for the Protection of Intellectual Property, dated 9 June 1967

Dear Mr. Director,

I have the honour to confirm that, following informal consultations concerning the establishment of working relations between the United International Bureaux for the Protection of Intellectual Property (BIRPI) and the International Labour Office (I.L.O.), agreement has been reached, pending the conclusion of further arrangements in the light of the expected structural reform of BIRPI, on the following provisions:

Co-operation and Consultation.

With a view to facilitating their respective functions, and especially to avoiding duplication of effort, I.L.O. and BIRPI shall regularly consult each other on matters of common interest. In particular, each of them will consult the other prior to undertaking any project likely to be of interest to the latter.

Exchange of Documents.

Subject to the restrictions necessary for the safeguarding of the confidential nature of certain documents, the I.L.O. will communicate to BIRPI, and BIRPI will communicate to I.L.O., their documents concerning matters of common interest.

Mutual Representation.

The Director-General of the I.L.O. will make appropriate arrangements to enable BIRPI representatives to participate, without the right to vote, in meetings convened by the I.L.O. whenever questions of mutual interest are discussed. Similarly, the Director of BIRPI will make appropriate arrangements to enable I.L.O. representatives to participate, without the right to vote, in BIRPI meetings whenever questions of mutual interest are discussed.

Sincerely,

(Signed) David A. Morse,
Director-General.

Text of the Letter from the Director of the United International Bureaux for the Protection of Intellectual Property to the Director-General of the International Labour Office, dated 31 May 1967

Dear Mr. Director-General,

I have the honor to confirm that, following informal consultations concerning the establishment of working relations between the International Labour Office (I.L.O.) and the United International Bureaux for the Protection of Intellectual Property (BIRPI), agreement has been reached, pending the conclusion of further arrangements in the light of the expected structural reform of BIRPI, on the following provisions:

Co-operation and Consultation.

With a view to facilitating their respective functions, and especially to avoiding duplication of effort, I.L.O. and BIRPI shall regularly consult each other on matters of common interest. In particular, each of them will consult the other prior to undertaking any project likely to be of interest to the latter.

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Subject to the restrictions necessary for the safeguarding of the confidential nature of certain documents, the I.L.O. will communicate to BIRPI, and BIRPI will communicate to I.L.O., their documents concerning matters of common interest.

Mutual Representation.

The Director-General of the I.L.O. will make appropriate arrangements to enable BIRPI representatives to participate, without the right to vote, in meetings convened by the I.L.O. whenever questions of mutual interest are discussed. Similarly, the Director of BIRPI will make appropriate arrangements to enable I.L.O. representatives to participate, without the right to vote, in BIRPI meetings whenever questions of mutual interest are discussed.

Sincerely yours,

(Signed) G. H. C. Bodenhausen,
Director.
Thirteenth Item on the Agenda: Report of the Committee on Industrial Committees

1. The Committee on Industrial Committees met in Geneva on 19 February 1968 under the chairmanship of Mr. Haenlein (Federal Republic of Germany).

I. Composition of the Second Tripartite Technical Meeting for Mines Other than Coal Mines: Possible Addition to the List of Countries to Be Invited

2. At its 170th Session (November 1967) the Governing Body decided to invite 24 countries to send representatives to the second Tripartite Technical Meeting for Mines Other than Coal Mines and, at the request of the Italian Government representative, asked the Office to examine the financial implications of a decision to add Italy to the list of countries to be invited.

3. In accordance with this decision, the Director-General had submitted to the Committee a paper containing information on mineral production in Italy and the place held by that country in world production of various minerals. Moreover, a note indicating that the cost of adding Italy to the list of countries to be invited to send representatives to the Meeting would be $1,700 had been submitted to the Financial and Administrative Committee.

4. The Government member for Italy reiterated the reasons which had led him to request, at the previous session of the Governing Body, that his country should be included in the list of participants and expressed the view that the statistical data contained in the paper before the Committee justified the desire of his Government and of the Italian occupational organisations to participate in the Meeting. He hoped the Committee would take a favourable decision on his request.

5. The Government member for the Federal Republic of Germany supported the request, pointing out that the statistics provided concerning Italian mineral production were relevant and that the Financial and Administrative Committee had recommended the Governing Body to grant the supplementary credit required.

6. Mr. Faupl said that the Worker members, who had supported Italy's request both at the previous session of the Governing Body and in the Financial and Administrative Committee at the present session, favoured the addition of Italy to the list of countries to be invited to the Meeting.

7. Mr. Erdmann said that the Employer members also agreed that Italy should be invited. However, without mentioning any particular country, he wished to make two general remarks. First, it was highly desirable that the entire composition of tripartite technical meetings should be fixed in one stage at a single session of the Governing Body, when members of the Committee should have before them all relevant data concerning both the financial implications of the proposals submitted and the technical demands which would be made on the Office, having regard to the composition of the Meeting. Secondly, members of the Committee should in future receive more complete statistical data and fuller information concerning the importance and role of the industry concerned not only in the countries which the Office was proposing as participants, but in all countries which might reasonably claim to be taken into consideration when the countries to be invited were selected.

8. Mr. Fennema considered that any country which expressed interest in an industrial meeting could, if it were not invited, be represented by an observer delegation at its own expense. It was not a valid argument to say that a country which had in the past contributed to the work of many tripartite technical meetings and most Industrial Committees could claim a privileged position when the composition of other technical tripartite meetings was being fixed. On the contrary, a fair rota should be established among the countries selected for participation in meetings, so that the largest possible number of member States could take an active part in the work of industrial meetings.

9. Mr. Faupl concurred in Mr. Erdmann's remarks but pointed out that, while the Office could provide fuller information on the industries covered by I.L.O. standing committees, it would be more difficult for it to do so in respect of industries which were the subject of tripartite technical meetings, for which the United Nations was often the only source of statistics. It was obviously desirable to have fuller information in order to make valid comparisons, and the Office would undoubtedly bear this in mind in future.

10. The Committee on Industrial Committees recommends the Governing Body to decide that Italy should be added to the list of member States to be invited to send representatives to the second Tripartite Technical Meeting for Mines Other than Coal Mines.

II. Meetings of Industrial and Analogous Committees in 1968: Technical Items for the Agenda of the Eighth Session of the Iron and Steel Committee

II.1. At its last session the Governing Body had before it the recommendations of the Committee on Industrial Committees concerning the meetings of Industrial and analogous Committees which it might be advisable to convene in 1969, together with proposals for the agenda of these meetings. However, the Committee did not then reach conclusions concerning the technical items for the agenda of the Eighth Session of the Iron and Steel Committee and had decided to postpone the adoption of a recommendation on this subject until the present session.

II.2. The Director-General had reminded the Committee that at the previous session he had suggested that items 2 and 3 of the agenda, i.e. the two technical items, should relate to two of the three following questions:

(a) the role of employers' and workers' organisations in programming and planning in the iron and steel industry;
(b) wage protection and income security for workers in the iron and steel industry;
(c) manpower problems resulting from excess world iron and steel production capacity,

and had explained his reasons for making these suggestions.

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1 See above, fifth sitting.
2 See Minutes of the 170th Session of the Governing Body, seventh sitting, pp. 48-49, and Appendix XV, paras. 51-66, pp. 103-104.
3 See Minutes of the 170th Session of the Governing Body, Appendix XV, paras. 2-50, pp. 100-103.
13. Moreover, at the 170th Session of the Governing Body, the Employer members of the Committee had indicated that an attempt should be made to find other topics for the technical items to be placed on the agenda. At the present session, the Committee was informed that Mr. Neilan, an Employer member of the Governing Body, had suggested the four following topics:

(a) organisation, techniques and communications for internal safety within the iron and steel industry;
(b) comparative employment cost based on employment cost per hour and employment cost per unit of productivity;
(c) institutional arrangements for continuing discussions between the labour and management between contract negotiations;
(d) worker-employer co-operation in increasing iron and steel productivity.

14. Mr. Faupl reminded the Committee that the discussion had been resumed at the present session at the wish of the Employers and confirmed the Workers' proposal that items (a) and (b) mentioned in paragraph 12 above should be placed on the agenda, point (c) being dealt with under item (a).

15. Mr. Erdmann said that the Employers had had consultations the outcome of which was based on Mr. Neilan's suggestions as set out in paragraph 13. For the reasons indicated at the 170th Session of the Governing Body, the Employers could not agree to the placing of the agenda of items (a) and (b) as proposed by the Workers. As regards item (a), the participation of employers' and workers' organisations in programming and planning was a matter which must be considered in relation to the national economy as a whole and could therefore not be discussed on an industry by industry basis. As regards item (b)—wage protection and income security—its scope was not clear, and consideration of widely varying national wage regulation systems could not yield international conclusions of real value.

16. He accordingly proposed that item (a) should be replaced by the following item, which was a redraft of item (d) suggested by Mr. Neilan:

(a) worker-employer co-operation in the promotion of more effective utilisation of manpower in the iron and steel industry.

17. Moreover, the Employers proposed that item (b) suggested by the Office, which the Workers favoured, should be replaced by the following:

(b) legislative and collective bargaining provisions for individual labour contracts in the iron and steel industry, with particular emphasis on protection against dismissals.

18. Lastly, the Employers were ready to support item (c) as proposed by the Director-General, viz.:

(c) manpower problems resulting from excess world iron and steel production capacity.

19. Mr. Faupl said that the Employers' proposals were unacceptable. The Workers had hoped that the Employers would agree to a study of the role of employers' and workers' organisations in programming and planning, which could of course take widely varying forms, depending on the country and on whether its industry was private or nationalised. A refusal to discuss this matter ran counter to the whole purpose of the I.L.O., which was to protect workers through the study of economic and social problems in which governments, employers and workers participated.

20. Item (a) proposed by the Employers was, moreover, too restrictive. It was not merely a question of making good use of manpower; manpower was already being too effectively utilised, judging by the increase in unemployment in the iron and steel industry. It was regrettable that, even though point (a) of the Director-General's proposals had been favourably voted upon at the Seventh Session of the Iron and Steel Committee, the Employers were unable to accept it.

21. As regards item (b) proposed by the Employers, the information provided by the Office concerning Mr. Neilan's suggestion had shown that item (b) had already been considered by the Iron and Steel Committee at its Seventh Session. Moreover, those suggestions were unacceptable. Item (a) had already been considered by the Iron and Steel Committee. Item (c) should be in the form of a committee which would be pointless in an industry that covered both very large undertakings and small undertakings. Item (c) related to a matter which was already the subject of an international labour Convention and which, moreover, was at least as general in scope as the question of planning and programming, which the Employers had opposed on the ground that it affected all industries. Lastly, item (d) was unacceptable; while it was, of course, necessary to ensure a constant increase in productivity, it would be inappropriate to discuss this matter in the terms proposed by the Employers at a time when so many iron and steel undertakings were having to close down. Item (a) suggested by Mr. Erdmann was also unacceptable for the reasons indicated by Mr. Faupl, which were borne out by experience within the European Coal and Steel Community. True, workers who were dismissed received compensation; but the real problem was dismissal itself. The Employers would not accept the idea that there could be no co-operation between workers and employers without co-management or, at least, without some supervision of the development of the industry on the part of the workers. However, this idea was making headway, as was evidenced by the recent establishment in Belgium of a tripartite body responsible for such supervision. In fact, in an industry whose production capacity exceeded demand, good planning and programming was the first requirement.

22. The U.S.S.R. Government member regretted that the Employers were unable to accept the Workers' proposals, which were based on the suggestions made by the Iron and Steel Committee itself. At its Seventh Session the Committee had made suggestions which, though not unanimous, had secured a clear majority and could not be taken lightly except if other more urgent problems had arisen in the meantime. Moreover, the Workers' proposals had been supported by a clear majority of the Committee on Industrial Committees—including several Government members—at the 170th Session of the Governing Body, and there was nothing to prevent a democratic decision being taken at this stage. In any event, it was now necessary for a decision to be taken in order that the Office could begin the preparation of the session.

23. The Government member for Venezuela said that his Government attached the highest importance to items (a) and (b) suggested by the Director-General and shared the view that item (c) could be dealt with under (a). At the previous session of the Governing Body, clear and convincing arguments had been put forward in favour of these items, which had been suggested by the Iron and Steel Committee itself. Moreover, in view of the industry's important contribution to the national income, and having regard to the constant improvement of techniques, it was desirable that employers' and workers' organisations should participate in programming and planning in the industry, which called for large investments and highly skilled manpower. As regards item (b) favoured by the Workers it related to a matter which called for urgent consideration in view of the rapid increase in productivity and the keen international competition, and the fact that equipment was very quickly rendered obsolete by the pace of technological change.
25. The Chairman, while expressing the hope that the Committee would reach unanimous rather than majority decisions, stressed the necessity of making a recommendation to the Governing Body at the present session.

26. Mr. Faupl shared that view, adding that the Workers firmly maintained their two proposals.

27. Mr. Erdmann observed that it seemed difficult to reach unanimous decisions since the Workers were not prepared to accept any compromise. The Employers wished to specify that their proposals had been inspired solely by the desire to fix an agenda acceptable to all.

28. There were only 130 votes in favour of item (a) proposed by the Employers, with 220 votes against and 10 abstentions; it was therefore rejected. The question favoured by the Workers for item (a) was selected with 220 votes in favour, 130 against and 10 abstentions.

29. Item (b) proposed by the Employers received only 120 votes, with 220 against and 20 abstentions; it was thus rejected. The question favoured by the Workers for item (b) was then selected with 230 votes in favour, 120 against and no abstentions.

30. Item (c) suggested by the Director-General was not put to the vote, since the Committee had already selected two technical items.

31. The Committee on Industrial Committees recommends the Governing Body to decide that the agenda of the Eighth Session of the Iron and Steel Committee shall include in addition to the General Report placed on the agenda at the previous session of the Governing Body, the two following technical items:

(a) the role of employers' and workers' organisations in programming and planning in the iron and steel industry;
(b) wage protection and income security for workers in the iron and steel industry.

III. Tripartite Technical Meeting for the Woodworking Industries: Effect to Be Given to the Conclusions of the Meeting

32. At its November 1967 meeting the Committee had before it the note on the proceedings of the Tripartite Technical Meeting for the Woodworking Industries, which was held in Geneva from 11 to 22 September 1967 under the chairmanship of Mr. Bakonyi-Sebestyén (Hungary), and the Director-General's proposals concerning the effect to be given to the conclusions of the Meeting.

33. On the Committee's recommendation, the Governing Body requested the Director-General to communicate to governments the reports, conclusions and resolutions adopted by the Meeting, drawing their special attention to the report and conclusions (No. 1) concerning technological changes in the woodworking industries and to the report and conclusions (No. 2) concerning safety, health and welfare in the woodworking industries, and requesting them to communicate these texts to the employers' and workers' organisations concerned.

34. The Committee was now called upon to give further consideration to the effect to be given to the conclusions of the Tripartite Technical Meeting.

Technological Changes.

35. Since in many developing countries it is more desirable to secure a high labour content than to make full use of the possibilities of mechanisation, and in view of the consequent importance of ensuring the maximum efficiency of labour-intensive techniques, the Tripartite Technical Meeting, in paragraph 8 of conclusions No. 1 which was adopted unanimously, invited the Governing Body to instruct the Director-General:

(a) to carry out research into ways and means of increasing the efficiency of labour-intensive techniques in the woodworking industries generally;
(b) to disseminate the results of such research and any other relevant information in a suitable form and in appropriate languages among those concerned, in order that the woodworking industries might make their maximum contribution to the betterment of the peoples of the countries in question.

The meeting requested the Governing Body to ensure that the Director-General was provided with the necessary means and personnel so that the above-mentioned tasks might be undertaken efficiently.

36. In paragraph 32 of conclusions No. 1, the Meeting requested that the I.L.O. should take whatever steps might be necessary to collect, translate and disseminate information on vocational training methods available in the woodworking industries, in the interests of both developed and developing countries.

37. The Committee on Industrial Committees recommends the Governing Body to request the Director-General, when drawing up the work programme of the Office in the field of human resources, to bear in mind the views expressed by the Tripartite Technical Meeting for the Woodworking Industries in paragraphs 8 and 32 of conclusions No. 1.

Safety, Health and Welfare

38. In paragraph 7 of conclusions No. 2, which were adopted unanimously, the Meeting urged that the International Labour Organisation should continue to give attention to problems of training in occupational safety and health matters by adapting teaching techniques to each region or country, in co-operation with the technical assistance programmes of the international organisations concerned.

39. In paragraph 11 of conclusions No. 2, the Meeting stated that the I.L.O. should continue its close co-operation with national and other international organisations in the exchange and dissemination, to the extent desirable and possible, of technical and toxicological information which can contribute towards improving safety and health, such as the technical and toxicological tables appended to the report on occupational safety, health and welfare in the woodworking industries which was submitted to the Meeting.

40. In paragraph 14 of conclusions No. 2, the Meeting urged that public authorities, employers' and international organisations should continue to promote the establishment of comprehensive and comparable statistics concerning occupational accidents and diseases in the woodworking industries.

41. In paragraph 16 of conclusions No. 2, the Meeting recorded its belief in the desirability of the interested parties agreeing on a uniform system of reporting and recording work accidents, thereby making available all useful information on each accident. It urged that, in cooperation with other international organisations, the I.L.O. should co-ordinate studies at early stages and a model accident report form which could serve as a framework into which might be inserted specific questions corresponding to particular conditions in each country and industry.

42. In paragraph 17 of conclusions No. 2, the Meeting stated its belief that the International Labour Organisation should obtain statistical information from different branches of industry, including the woodworking industries, for the purpose of international comparison and the promotion of action to prevent occupational accidents and diseases.

43. In paragraph 18 of conclusions No. 2, the Meeting called for consideration of the possibility of carrying out statistical investigations at the international level, using statistical sampling methods.
44. In paragraph 32 of conclusions No. 2, the Meeting asked the Office to investigate the desirability of making it compulsory to submit products used in the woodworking industries that are liable to constitute a hazard to an officially recognised laboratory for approval.

45. In paragraph 37 of conclusions No. 2, the International Labour Organisation is urged to pay the greatest possible attention to studies and research on the causes and elimination of harmful levels of noise, and to seek the best methods to give practical results to the results of scientific research in this field. In this connection, the Meeting called on the I.L.O. to ensure the widest possible dissemination of the results of the International Symposium on Ergonomics, to be convened by the I.L.O. in 1966, in the woodworking industries. Bearing in mind the special importance of avoiding harmful noise in the woodworking industries, the Meeting stated its belief that follow-up meetings might be necessary in this field.

46. The Committee on Industrial Committees recommends the Governing Body to request the Director-General, when drawing up the programme of work of the Office in the field of safety and health:

(a) to bear in mind the views expressed by the Tripartite Technical Meeting for the Woodworking Industries in paragraphs 11, 14, 16, 17, 18, 31 and 37 of conclusions Nos. 2 and 3,

(b) to ensure full co-ordination with other international organisations active in this field wherever appropriate.

An I.L.O. Programme for Workers Employed in the Woodworking Industries.

47. In the resolution (No. 3) concerning an I.L.O. programme for workers employed in the woodworking industries, which was adopted unanimously, the Meeting invited the Governing Body:

(a) to request the Director-General to include the woodworking industries in the Office's programme for specific industries, so that the problems of workers employed in these industries could be examined by the I.L.O. on a more regular basis than hitherto;

(b) to request the Director-General to undertake, within this framework, studies on the specific problems faced by workers in the woodworking industries, and particularly on the possible impact of wage systems on production and safety problems; and

(c) to convene, as appropriate, meetings of experts and joint tripartite meetings for the woodworking industries.

48. Pointing out that the subject-matter of subparagraph (a) and (b) of resolution No. 3 related to action to be taken by the Director-General and by the Office, while subparagraph (c) raised a point which was primarily of concern to the Governing Body, Mr. Faupl, on behalf of the Worker members, proposed that the Committee should: (1) recommend to the Governing Body that it request the Director-General to comply as soon as possible with the requests made in subparagraphs (a) and (b) of resolution No. 3 concerning an I.L.O. programme for workers employed in the woodworking industries; and (ii) decide to bear in mind, when considering the report of the Working Party set up to examine the problems connected with Industrial Committees and other industrial meetings of various kinds, the views expressed by the Tripartite Technical Meeting for the Woodworking Industries in subparagraph (c) of resolution No. 3.

49. Mr. Erdmann, on behalf of the Employer members, welcomed the acceptance of the second part of the proposal which had just been made by the Worker members. The wording of the first part of that proposal was, however, not in accordance with established practice in such matters, and its adoption would be tantamount to modifying the functions of the Director-General who would, in effect, thereby become merely an executive agent for the carrying out of decisions reached by representatives of various individual industries.

50. Mr. Miller recalled that during the Tripartite Technical Meeting, in which he had participated, the Workers' group had originally put forward the idea which was now enshrined in the proposal which had been put forward by the Worker members of the Committee with regard to the effect to be given to subparagraphs (a) and (b) of resolution No. 3. That idea had not, however, commended itself to the Tripartite Technical Meeting as a whole: the unanimous views of the Meeting were accurately reflected in the wording of the subparagraphs in question, and it would therefore be inappropriate for the Committee to depart from practice in making its recommendation to the Governing Body on the action to be taken by the Director-General pursuant to those views.

51. The Government member for the Federal Republic of Germany asked what precisely was meant by the reference, in subparagraph (a) of resolution No. 3, to "the Office's programme for specific industries". Was the proposal which had been made by the Worker members with regard to that subparagraph not tantamount to a demand for the establishment of a standing committee for the woodworking industries?

52. The representative of the Director-General pointed out that the activities of the Office with regard to specific industries were of two kinds: they could arise out of proposals emanating from the Committee on Industrial Committees relating to Industrial Committee-type meetings, or they could take the form of projects which, while relating to a specific industry, formed part of one of the major programmes which were being undertaken by the Office—e.g. in the field of occupational safety.

53. Mr. Faupl stressed that the Worker members, in presenting their proposal relating to subparagraph (a) of resolution No. 3, were not attempting to establish a standing committee for the woodworking industries. They were, however, anxious that the Office, within its over-all programme of work—and irrespective of whether specific projects within that programme were based on recommendations by the Committee on Industrial Committees or had originated elsewhere—should give due priority to the labour problems of the woodworking industries, for these industries were of major importance for both industrialised and developing countries.

54. The Government member for the Federal Republic of Germany commented that it had become virtually a practice for ad hoc meetings, such as the Tripartite Technical Meeting for the Woodworking Industries, to request the holding of a further meeting. Such requests—which were understandable—should, however, not lead to the establishment of a standing committee.

55. Mr. Beermann pointed out that it was a mistake to ascribe requests such as those under discussion merely to the wish to have another meeting. There was no intention on the part of the Worker members to press for this juncture for the establishment of a standing committee for the woodworking industries, but it was essential that adequate attention should be given by the I.L.O. to the very real problems which faced workers in those industries. It was gratifying that a Tripartite Technical Meeting for the Woodworking Industries had finally been held under I.L.O. auspices. That Meeting had highlighted the many serious problems which arose in those industries and which called for effective action on the part of the I.L.O. Since subparagraph (b) of resolution No. 3 differed in substance from subparagraph (c) of the resolution, it was surely only reasonable that they should be the subject of a separate decision by the Committee.

56. The Committee on Industrial Committees recommends that the Governing Body request the Director-General, when drawing up the programme of work of the Office, to take full account of the views expressed by the Tripartite
The Committee decided to bear in mind, when considering the report of the Working Party which it had set up to examine the problems connected with Industrial Committees and other industrial meetings of various kinds, the views expressed by the Tripartite Technical Meeting for the Woodworking Industries in subparagraph (c) of resolution No. 3.

Technical Meeting for the Woodworking Industries in subparagraphs (a) and (b) of resolution No. 3.

Unemployment, Underemployment and Unused Production Capacity in the Woodworking Industries of Developing Countries.

In the resolution (No. 4) concerning a systematic study of the measures appropriate for solving the social problems due to unemployment, underemployment and unused production capacity in the woodworking industries of developing countries, which was adopted unanimously, the Meeting invited the Governing Body to request the Director-General:

(a) to intensify the studies of the problems of unemployment and underemployment and the use of manpower in general in the woodworking industries, especially in the developing countries;

(b) to co-operate with all international organisations which are carrying out an analysis of these problems, in order to decide on a co-ordinated set of measures which might reasonably be appropriate to take so as to ensure that these countries increase their exports of semi-finished or finished wood products;

(c) to promote solutions of the social problems which are at present being encountered in these countries because of unemployment and underemployment in the woodworking industries, as well as other problems which may arise in the foreseeable future as a result of the implementation of plans which have already been drawn up or which may in future be drawn up with a view to ensuring the development and modernisation of the woodworking industries; and

(d) to pay special attention to the opportunities arising for the woodworking industries from the shortage of housing accommodation evident in the majority of developing countries, a shortage which will become more acute, since demographic growth exceeds the resources which can be allocated for the building of housing.

The Government member for Venezuela pointed out that paragraph 6 of the conclusions (No. 1) concerning technological changes in the woodworking industries called for particular consideration to be given to the possibilities and problems of using technological innovations to enable developing countries with forest resources to increase their exports of semi-finished and finished wood products, in accordance with the requirements of the sound economic development of the country in question. In the same paragraph, the Meeting had urged that in the conclusion concerned support should be given by the appropriate international organisations to the adverse social consequences of tariff and other policies affecting international trade in semi-finished and finished wood products. Because of the close link which existed between the subject-matter of paragraph 6 of conclusions No. 1 and that of resolution No. 4, the Director-General, when taking steps to give effect to the requests made in resolution No. 4, should simultaneously take account of the recommendations made in paragraph 6 of conclusions No. 1.

The U.S.S.R. Government member pointed out that, while the recommendation which had been made by the Tripartite Technical Meeting in paragraph 6 of conclusions No. 1 certainly deserved support, it was established practice for the conclusions and resolutions of Industrial Committee-type meetings to be dealt with separately by the Committee on Industrial Committees. In any case, account had to be taken of the fact that the Office simply did not always have the necessary budgetary and staff resources to do everything which it was asked to do. In this connection, some thought might usefully be given to the possibility of resorting to national experts specialised in particular industries. Such experts could contribute the relevant experience of both industrialised and developing countries, and the Office, by making use of their services, could arrange for studies to be carried out without having to increase its staff.

Mr. Miller pointed out that paragraphs 4 to 10 (inclusive) of the conclusions (No. 1) concerning technological changes in the woodworking industries referred to the situation in the developing countries. The Director-General's proposals concerning the effect to be given to the conclusions in question formed the subject of a separate recommendation to the Committee.

The representative of the Director-General pointed out that, in presenting his proposals concerning the effect to be given by the Office to the conclusions and resolutions adopted by Industrial Committee-type meetings, the Director-General had confined himself to those paragraphs which expressly called for specific action by the Office. On this basis the Director-General had made a separate proposal concerning the effect to be given to each conclusion and resolution. The Office was fully conscious of the close link which existed between the views which had been expressed by the Tripartite Technical Meeting with regard to the developing countries in paragraphs 4 to 10 of conclusions No. 1 and the proposals made in resolution No. 4. The Director-General had, as a matter of course, taken account of the views expressed by the Government member for Venezuela in regard to conclusions No. 1 when determining what action the Office might be able to take to give effect to resolution No. 4.

The Committee on Industrial Committees recommends the Governing Body to request the Director-General, when drawing up the programme of work of the Office, to take account of the views expressed by the Tripartite Technical Meeting for the Woodworking Industries in the resolution (No. 4) concerning unemployment, underemployment and unused production capacity in the woodworking industries of developing countries.
V. Textiles Committee: Invitation of International Non-Governmental Organisations to the Eighth Session

67. Apart from the organisations which have consultative status with the I.L.O., the following non-governmental international organisations had expressed a wish to be represented by observers at the Eighth Session of the Textiles Committee, to be held in Geneva from 29 April to 10 May 1968:

International Textile and Garment Workers' Federation; International Federation of Christian Trade Unions of Textile and Clothing Workers; Textile, Clothing, Leather and Fur Workers Trade Unions International; International Confederation of Executive Staffs.

68. The Committee on Industrial Committees recommends the Governing Body to decide that the non-governmental international organisations listed in the preceding paragraph should be invited to send observers to the Eighth Session of the Textiles Committee.

VI. Review of Problems Connected with Industrial Committee Sessions and Other Industrial Meetings of Various Kinds

69. The Committee on Industrial Committees had before it the conclusions of the Working Party which it set up to examine the problems connected with Industrial Committees and other industrial meetings of various kinds. Those conclusions are contained in two reports, of which the first was distributed on the occasion of the last Governing Body session and the second was sent to Committee members before the present session.

70. At the 170th Session the Committee decided 1 to await the second report so that it could make a co-ordinated study of all the conclusions of its Working Party.

71. The Chairman observed that the problems were difficult and of crucial concern to the Organisation. It was therefore vital to reach unanimous agreement concerning them. The Employer and Worker members of the Working Party had already made great efforts to come to such an agreement, but had not yet reached a compromise on all points. The delicate problems involved called for careful consideration, and the discussions in the Financial and Administrative Committee at the present session had shown that some of them still gave rise to doubts.

72. Mr. Faupl confirmed that agreement had not yet been reached concerning one general problem of special concern to the Workers, who were still hopeful that fuller agreement might be arrived at. Experience of the Governing Body's Working Party on Programme and Structure showed that it was preferable to try to work out an agreement rather than to force decisions. In any event, because of the procedures for the programming of meetings, any recommendations the Committee made to the Governing Body would not take effect in practice until 1970.

73. Mr. Erdmann observed that the admittedly difficult questions referred to the Working Party had been discussed at length in formal sittings and in informal consultations. Although the Employer members had had the impression that the gap between them and the Worker members had narrowed to some extent, the Working Party had twice postponed taking a decision. The members of the Working Party had finally decided that the Committee on Industrial Committees should itself take up the three points on which agreement had not been reached. Even at the Committee stage informal consultations could still be held, in which the Employer members were ready to take part at any time if further opportunities for reaching agreement arose. A preliminary discussion during the present session would be useful. If, however, the Worker members sought to postpone a decision, the Employer members, while not certain that it would be useful to do so, considered that the 172nd (May-June 1968) Session would not be at all suitable for holding what would inevitably be a lengthy discussion. The question should therefore be postponed to the 173rd (November 1968) Session and not to the 172nd Session.

74. Mr. Faupl stated that he too had misgivings about holding a discussion at the 172nd Session. The Worker members had decided that at the 172nd (June 1968) Session of the International Labour Conference they would have the opportunity of consulting Workers' delegates who were specialised in the various industries. It would be better to await the outcome of those consultations.

75. The Venezuelan Government member pointed out that, while a more thorough examination of the Working Party's two reports could be held after a suitable interval, a preliminary exchange of views during the present session would be worth while, since it would clarify the positions of the groups in the Committee with a view to discussion on the substance of the matter at a later date.

76. The Government member for the Federal Republic of Germany supported Mr. Faupl's observations and considered it desirable that more time should be given to the Worker members, if only to enable them to hold consultations, as they intended to do, in June. In any case, any Governing Body decisions on the subject would not take effect until 1970.

77. The U.S.S.R. Government member pointed out that the problems in question must be seen in the context of the conclusions of the Working Party on Programme and Structure. Since that Working Party's reports would possibly be submitted to the Conference at its 173rd (November 1968) Session, the papers to be put before the Conference would have to be ready by the beginning of 1969, and not 1970, as some other members of the Committee had thought.

78. The United States Government member supported Mr. Faupl's proposal; the two reports of the Working Party of the Committee on Industrial Committees raised problems which had still to be thoroughly examined by his Government.

79. The Committee on Industrial Committees decided to postpone to the 173rd (November 1968) Session of the Governing Body its examination of the two reports of its Working Party. The Chairman expressed the hope that fruitful consultations would be held in the meantime, and Mr. Erdmann expressed his readiness to take part in such consultations.

F. HANLEIN, Chairman.

1 See Minutes of the 170th Session of the Governing Body, Appendix X, paras. 88-90, p. 119.
Fourteenth Item on the Agenda: Report of the Committee on Operational Programmes

1. The Committee on Operational Programmes met on 19 and 20 February 1968. Its agenda was as follows:

I. I.L.O. technical co-operation activities relating to conditions of work and life.

II. The I.L.O. technical co-operation programme in the field of rural development.

III. Criteria to govern the I.L.O. technical co-operation programme under the regular budget.

2. The Chairman of the Committee was prevented by other official commitments from attending the meeting of the Committee. Mr. Nasr acted as Chairman at the first two sittings and Mr. ben Ezzedine at the other two.

I.L.O. Technical Co-operation Activities relating to Conditions of Work and Life

3. The Chairman introduced the first item on the agenda and a general debate took place. Most speakers agreed with the view expressed by Mr. ben Ezzedine on behalf of the Worker members that the document was objective, frank and interesting. It provided information, evaluated the projects in the field of conditions of work and life, and proposed conclusions which would no doubt lead to the stepping up of I.L.O. action in that field. Several members felt, however, that more details could have been provided on the reasons for failure. The Government member for the U.S.S.R. wished to have more concrete information on the evaluation of individual projects and the reasons for non-implementation or bad implementation.

4. Several speakers expressed the view that there was a serious imbalance in the programme and that sufficient priority was not being given to the field of conditions of work and life. Mr. ben Ezzedine was unhappy that only some 7 per cent. of the I.L.O. regular programme resources between 1960 and 1965 had been allocated to activities in the field of conditions of work and life. He indicated that, although priority should be given to economic development and particularly to the development of human resources, the activities undertaken should eventually lead to the improvement of conditions of work and life. It would be an illusion to believe that there could be economic development without thinking of living and working conditions. The I.L.O. had a special role to play in this connection, and an effort should be made to step up activities in this field under the regular programme.

5. Mr. Rifaat said that the reason for the relatively smaller number of projects in this field was that governments attached greater importance to projects for promoting economic development. But, by definition, when top priority was given to economic development, equal importance was also given to conditions of work and life and to the social aspects of development. The Office should ensure that its contribution be within the framework of government programmes, but dealing in particular with the improvement of conditions of work and life. Lord Collison agreed that in order to provide better conditions of life and work and better social security provisions the national economy would have to be built up and resources increased. But there was an over-emphasis in the programme on projects with a direct bearing on economic development. This fact was of great concern to the Workers' group. He agreed with Mr. ben Ezzedine and Mr. Rifaat that the I.L.O. must never let anyone forget that the aim of developing human resources and additional employment opportunities was to improve the living standards of people. Thus, the World Employment Programme should be put into a proper perspective; it was a means whereby governments, the people, employers and workers of the countries concerned could achieve higher living standards. Mr. Kane felt that governments, employers' and workers' organisations and the Office were responsible for the present situation. He said that there should not be distinct divisions between the major programmes in the budget presentation and that all programmes should aim at the improvement of conditions of work and life.

6. The Government member for Cameroon indicated that the governments of developing countries should not be criticised for the lack of emphasis on conditions of work and life projects, as they were facing many problems simultaneously and were trying to find solutions on all sides. It was up to the Office to guide them towards a harmonious development of all programmes, that is, both economic and social. The Government member for Kenya said that requests from developing countries mostly concerned the fields of employment, vocational training and management development because salaried employment absorbed relatively small fractions of potential employees in those countries. Thus it was only logical that governments should be preoccupied with those activities which would create employment for the unemployed and underemployed. This of course did not mean that there was disinterest in improving conditions of work and life but that the priority for employment was greater. The Government member for the United Arab Republic felt that the I.L.O. should undertake a promotion programme to speed up technical assistance in this particular field. This could be done in co-operation with governments and employers' and workers' organisations and also with the United Nations Development Programme (U.N.D.P.). The employers' and workers' organisations could put pressure on governments to request assistance in the field of conditions of work and life. If a promotional programme was undertaken by the I.L.O., and if there was sufficient pressure from employers and workers, governments would be ready to do some real work in this field.

7. Mr. Rifaat agreed with the suggestion made by the Government member for the United Arab Republic regarding the contribution of workers and employers at the national level in promotional policy in order to convince governments and other competent authorities of the need to deal more effectively with the problems of conditions of life and work.

8. Lord Collison said that the debate had revealed that governments wished to develop their economies as a first step towards providing better working conditions and that the purpose of programmes designed to create employment was not simply to give employment but to raise living standards and provide better social security benefits. When formulating its programmes and policies, the I.L.O. should make that clear. Governments had to see to it that the benefits and advantages of higher

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APPENDIX XIV

See above, fifth sitting.
production and better trade were distributed fairly among the population of the country. He also considered that it was right that worker and employer pressure on governments ought to be brought to bear particularly in the fields of labour law and social security.

9. The Government member for the United States noted from the budget discussions that the programme on conditions of work and life was something above $2 million, human resources about $3.5 million and social institutions about $2.5 million, so that within the general budget area the programme as a whole was faring quite well. Aside from that, there was about $2 million foreseen in 1969 for field activities under that major programme. What was important was to recognise the contribution the entire programme made to conditions of work and life and the inter-relationships between the programmes. The Swedish Government member felt that it was understandable that the governments of poorer countries should give priority to efforts to develop their human resources. But the I.L.O. should draw their attention to the importance of the improvement of conditions of work and life and act as a social conscience whenever and wherever economic development projects were being discussed and planned. It should take an active part in the preparation of U.N.D.P. projects, in other fields than its own, such as industrialisation projects through the United Nations Industrial Development Organisation (U.N.I.D.O.) as executive agency. His Government felt that the I.L.O. and other international organisations should give consideration in the project planning process to the social problems that were the end goal of economic development projects through the United Nations Development Organisation (U.N.D.P.). It was perhaps outside the framework of the regular programme that the I.L.O. could make a significant contribution to the improvement of conditions of work and life. That was why his Government attached particular importance to the suggestion in the paper before the Committee.

10. The Government member for the United Kingdom shared the view of the Swedish Government member about the responsibility of the I.L.O. in the inter-agency field to ensure that proper attention was given to the social aspects of projects primarily directed towards economic development and to the aspects related to conditions of work and life. The Canadian Government member said that there was general agreement that economic development preceded the improvement of living conditions. Even though it was understood that without economic development the conditions of work and life of the population could not improve, economic development did not lead automatically to better standards of living. As pointed out by Lord Collison, additional employment opportunities should lead to better conditions of life and work for the workers. The Government member for Pakistan felt that, although the betterment of industrial relations and improvement of working conditions for workers were important areas where the I.L.O.'s continued action was required, the time had come when the Organisation's main occupation should be the development of human resources, which was vital to the interests of developing countries.

11. Some members of the Committee emphasised the importance of social security. Mr. Kane was convinced that social security was important to developing countries, not only because it increased the resources of the workers through family allowances and retirement benefits, but also because it would fill in gaps caused by economic development, through replacing the traditional forms of mutual help by new systems. This field should therefore be given very high priority. Referring to the duration of social security projects, he said that longer-term missions and that whenever finances permitted the former type of mission should be undertaken if permanent results were to be obtained. The Office should draw the attention of governments to the importance of having a certain amount of administrative stability. Speaking about delays in implementation, he said that projects had failed because of the long time lags between the request and implementation stages. These delays were caused because the Office had been unable to recruit a suitable expert in time or because of lack of funds. He suggested the creation of permanent training institutions for social security personnel at different levels. If such an institution were to be successful, it should be near a university and also have a practical training centre attached to it. Another solution proposed by him, concerning social security, was to appoint teams of regional or sub-regional experts who would be able to draw up programmes of long duration and be available for on-the-spot evaluation or for proposing solutions to urgent problems. Under the decentralised field structure these teams could be in permanent contact with local institutions and be available for consultation.

12. The Government member for Cameroon said that he had intervened when the Director-General's budget proposals for 1969 concerning social security had been discussed, as he had been struck by the importance of its role in developing countries. As Mr. Kane had pointed out, projects had failed owing to delay in implementation. He felt that the Office was not giving sufficient priority to this field under its regular programme and that it tried to obtain funds for social security projects through the U.N.D.P. where it was perhaps outside the framework of an I.L.O. field of activity. He suggested that a contingency fund should be set up under the regular programme to respond to urgent requests. Quoting the success of the project in Mauritania, he wished that the example would be followed by the African countries, who pointed out that the element of permanence had contributed to the success of the project and that short-term preliminary or consultant missions were less effective and did not help in the creation of permanent institutions. If countries were not in a position to provide counterparts, the Office should seek other means of providing assistance and ensure the continuation of the project. He endorsed Mr. Kane's suggestion regarding the creation of a permanent training institution for social security personnel. He proposed that it could be attached to the already existing and successful labour administration centre at Yaoundé.

13. Mr. Nasr indicated that one of the main problems in social security was the financial organisation of the project. It would be wise for the I.L.O. to seek assistance from the International Bank for Reconstruction and Development, the International Monetary Fund or some other agency which dealt with the question of the use of funds.

14. Some members spoke about projects in the field of occupational safety and health. Mr. Ben Ezzedine referred to a project on occupational health which was facing difficulties owing to lack of counterpart personnel and said that the Office should have ensured that there would be such personnel before embarking on the project, as this would have avoided unnecessary waste of material and human resources. Lord Collison said that there was a whole range of occupational diseases which were known as well as the preventive measures which would have to be taken to ensure that workers did not contract them. Protective measures had to be taken from the outset. In that connection, data information and knowledge gathered from all parts of the world could be collated and applied where new measures for occupational safety were being envisaged.

15. Observations were also made on projects in the field of general conditions of work. Mr. Ben Ezzedine, referring to a project in Thailand in the field of labour inspection, said that he could not understand how conditions of life and work could have improved when the trade union movement was banned in the country and trade unionists were in prison. Lord Collison felt that there should be more seminars on wage-fixing policy such as that conducted in 1967, as it had included participants from government, employer and worker circles. Their tripartite character would do much to
educate the people concerned as to what processes might be undertaken. The Canadian Government member said that the adoption in his country of legislation concerned with minimum wages and job security at the federal as well as the provincial level had led to the social improvement of workers and had contributed to the general prosperity. He recommended that such measures should be extended to developing countries, and noted with satisfaction that a further seminar on wage fixing and policy was to be held in Denmark.

16. Mr. Faupl indicated that the description of the work done in the maritime field was the most encouraging part of the report because it demonstrated the kind of balance the Workers’ group had been seeking in the whole programme of technical assistance. Within the limits of the work had been done in both technical and social fields. He hoped that in the future the resources would permit the undertaking of bigger and more balanced programmes, not only in this industry but also in others. Mr. Rifaaat agreed with the comments made by Mr. Faupl and strongly supported the view that the I.L.O. should in the future intensify its efforts in the maritime field, particularly in developing countries. This necessity had been revealed during a conference on shipping in African and Asian countries held last year, in which the I.L.O. had participated.

17. Most speakers emphasised the need for the participation of employers’ and workers’ organisations in technical co-operation programmes concerned with the improvement of conditions of work and life. Mr. Ben Ezeddine felt that all experts should contact them, as some of the failures were caused by lack of such contacts. Mr. Rifaaat said that, since the improvement of conditions of life and work was of interest to governments, employers and workers, the association of employers’ and workers’ organisations in technical co-operation activities in the maritime field would lead to more fruitful results. Such organisations should not only be consulted but they should themselves be in a position to make a positive contribution to any requests for technical co-operation. Mr. Kane felt that such consultation was important especially in the field of social security and that employers and workers should be the guiding force behind social security institutions.

18. Lord Collison referred to projects dealing with social security which had failed owing to opposition from vested interests or privileged groups, such as employer circles or government circles. He said that wise employers should not block these things and that governments should not be afraid of trade unions. Employers’ and workers’ organisations should be encouraged, and there should be joint consultation right from the start through tripartite committees for national planning and planning of projects. Turning to the two new projects in the field of occupational safety under the Special Fund sector of the U.N.D.P., he suggested that from the outset the boards of management or the administrative team should include members from both sides of industry. He also considered that it would be useful to create a tripartite inspection group within the framework of the Committee.

19. The Government member for Kenya said that it would be very useful for governments and workers’ and employers’ representatives alike to think of their problems in the spirit of treating the country as one, and that these problems were common. Where this spirit prevailed, it was easy to persuade governments to take an interest in the promotion of activities relating to betterment of conditions of work and life. I.L.O. regional experts could contribute largely to such promotional activities and help to bring together governments and employers’ and workers’ groups. The U.S.S.R. Government member expressed the view that employers’ and workers’ organisations should be associated in the preparation, assessment and evaluation of projects in the field of conditions of work and life. He suggested that a tripartite group should be created within the framework of the Committee for the evaluation of projects and said that this might help to ensure a better implementation of projects.

20. Mr. Nasr felt that account should be taken of the prevailing situation in the various countries, especially in the field of social security, the adaptation of conditions of work, health, conditions of work, hours of work and related questions. The best way in all these fields was to work with the people themselves—to organise the employers and workers and educate them in human and economic co-operation, as it was economic to help the employers to provide better conditions of life and work within the limits of available resources. He felt that the Office should concentrate on this promotional effort by means of the development of effective employers’ and workers’ organisations, not only national in character but also in specific regions in the developing countries. Such activities could be financed either under the regular programme or under the U.N.D.P.

21. The Government member for Yugoslavia indicated that a number of trade unions were trying to improve conditions of work and life without being realistic and without taking into account national resources. On their side, the governments and employers had also been realistic in their approach towards working conditions. Therefore, tripartite participation was most essential in drawing up an economic programme and, within this, a programme of action for the improvement of conditions of work and life. Mr. Faupl felt that the remark made by the Yugoslav Government member on trade union leaders was unjust to workers as a whole.

22. There was a general discussion on future action in the field of conditions of work and life, based on the conclusions and recommendations of the report. Mr. ben Ezeddine made three suggestions for improving future action in the field of conditions of work and life, namely that the I.L.O. should ensure at the outset that a project had prospects of success; that a balanced regular programme should be established by the I.L.O., and that the U.N.D.P. Governing Council should be drawn to the repercussions of the improvement of living and working conditions on economic development and to the need for allocating more funds to projects in the former sector.

23. The Government member for Kenya agreed with the proposals in the Office paper that in the future it should be possible to develop operational activities relating to general conditions of work in at least four fields, namely the preparation and effective application of a wage policy, the improvement of occupational safety and health conditions, the organisation of working hours and the adaptation to human requirements. He endorsed the two broad suggestions made in the Office paper, namely the preparation of a long-term research programme relating to conditions of life and work in developing countries and the incorporation in certain major projects dealing with social aspects of economic development of a specific programme of operational research for the evaluation of results.

24. The U.S.S.R. Government member found the conclusions and recommendations basically acceptable but had some doubts regarding the proposal for appointing regional experts who would give technical advice to governments and co-ordinate all matters relating to technical co-operation in the field of conditions of work. He felt that it would not be useful to have experts in very narrow fields. If such expert missions were to be organised, the scope and responsibility of the expert would have to be increased, since otherwise very large numbers of experts would be required.

25. The Government member for the United Arab Republic supported the proposals relating to the development of operational activities dealing with general conditions of work; implementation of integrated projects, instead of small scattered projects, aimed at concentrating operational activities within a co-ordinated and centralised institutional framework; and the appointment of regional experts in the field of conditions of work.
and life. Regarding regional experts, he wished to know of the results obtained in Latin America and indicated that if the results were positive this method could be used in other parts of the world.

28. The Government member for France agreed on the whole with the conclusions and recommendations. He felt that expert missions, in addition to making recommendations, should ensure that there was an infrastructure which would make it possible to carry out the recommendations. If it did not exist, it should be created if necessary in other cases improved and developed. For example, a project on hours of work would be useless if there was no labour inspection to implement the regulations. In the field of social security, where bilateral assistance had been provided by France to a number of African countries, it had been shown that projects were very successful in some countries where the infrastructure was sufficiently strong. Thus projects in the field of conditions of work and life should also concern themselves with the complementary development of the infrastructure, labour inspection, etc. The programmes would also have to be wide in scope. Thus a project on hours of work would be ineffective if it did not take into account the conditions of work of young persons and women. He felt that the basic programme should be very wide in scope and that missions concerned with such conditions should be of a sufficiently general nature and carried out when it was observed that additional work would have to be done within a special sector of the basic programme. The Canadian Government member agreed with these proposals and generally endorsed the conclusions.

27. Lord Collison approved the proposals regarding the development of activities in the field of general conditions of work, but felt that occupational safety should be given higher priority, as time lost due to injuries and ill health at work weighed heavily against increasing productivity.

28. The Government member for the United States, referring to the integrated approach covering a wide variety of very diverse matters, indicated that he felt such an approach would be premature now, unless the recipient country had the correct social atmosphere to ensure its success. Sufficient economic development should lead to projects concerned with social aspects. In this connection, regional experts in the field of conditions of work, but felt that occupational safety should be of a sufficiently general nature and carried out when it was observed that additional work would have to be done within a special sector of the basic programme. The Canadian Government member agreed with these proposals and generally endorsed the conclusions.

29. The Government member for Sweden said that the high ideals and standards which the I.L.O. had to propagate often had a very limited relationship to realities in many developing countries. The ability of the I.L.O. to adjust assistance rendered with respect to conditions of work and life to those realities in each individual recipient country determined the outcome of its work. In order to be useful, the I.L.O. must, in certain cases at least, step down a rung or two on the ladder of standards. Based on his personal experience, he had been struck by the high level of ambition of I.L.O. missions in such fields as occupational safety and social security and their tendency to take insufficient account of existing conditions in the recipient country. So far, assistance in the field of conditions of work and life had been rendered in a piecemeal fashion, and it was clear how the I.L.O. would be used by the French Government representative might provide a solution to some of the problems. Referring to the proposals for increasing projects on general conditions of work, he noted the lack of a reference to the introduction of social security in the field of conditions of work. Mr. Faupl did not agree that I.L.O. standards were too high, and said that economic development could not take place without improvement of conditions of work and life.

30. The Government member for Yugoslavia felt that 15 years of activities in developing countries were enough to show that future I.L.O. policy should be more realistic, as pointed out by the Swedish Government member. He also said that training given in highly developed countries was quite different from what was needed in developing countries, and therefore people should be trained in their own countries. As far as possible, regional or sub-regional training courses more akin to a number of African countries, it had been shown that projects were very successful in some countries where the infrastructure was sufficiently strong. Thus projects in the field of conditions of work and life should also concern themselves with the complementary development of the infrastructure, labour inspection, etc. The programmes would also have to be wide in scope. Thus a project on hours of work would be ineffective if it did not take into account the conditions of work of young persons and women. He felt that the basic programme should be very wide in scope and that missions concerned with such conditions should be of a sufficiently general nature and carried out when it was observed that additional work would have to be done within a special sector of the basic programme. The Canadian Government member agreed with these proposals and generally endorsed the conclusions.

31. The Government member for the United Kingdom was concerned with the words "an overemphasis in the programme" on projects with a direct bearing on economic development because, if the I.L.O. tried to push through certain kinds of projects in developing countries, this would be invited failure. A project could not be expected to succeed unless it was adapted to the needs of the country concerned, and self-contained short-term projects could be more successful. The suggestions made for developing activities in the field of general conditions of work were very promising.

32. In his reply, the representative of the Director-General said that he hoped that, by emphasising shortcomings, the report had not created the impression that the Office had not had been successful. He noted the doubts expressed by the Government member for the United Kingdom that the Office might be using the resources of the regular programme to undertake projects which went through their regions reflected the benefit of the United Arab Republic and the other in Turkey. Some initial success had also been obtained in securing U.N.D.P. financing for some important projects in the fields of labour administration and co-operatives. There was now more awareness on the part of the U.N.D.P. of the importance of social activities that would affect the conditions of life of workers.

33. He then went on to clear various points raised by the different speakers. In connection with Mr. Rifaa's comment, he said that the report merely mentioned that much of the required overemphasis on development; this did not imply that developing countries did not attach importance to conditions of work and life. As suggested by many speakers, promotional activities would have to be undertaken by the Office to step up activities in this vital field. This would of course be made easier if employers and workers used their influence on governments for developing action in the field of conditions of work and life. As regards the U.N.D.P., as a result of the I.L.O.'s insistence that social aspects must have their rightful place within the U.N.D.P. programme, two rather ambitious projects were now under way in the field of safety, one in the United Arab Republic and the other in Turkey. Some initial success had also been obtained in securing U.N.D.P. financing for some important projects in the fields of labour administration and co-operatives. There was now more awareness on the part of the U.N.D.P. of the importance of social activities that would affect the conditions of life of workers.

34. He noted the doubts expressed by the Government member for the United States and others about implementing projects combining such subjects as regulation of work, improvement of labour-management relations, health and safety, organisation of conditions of work, and labour administration and inspection. It was not intended to use the resources of the regular programme to finance large-scale projects, nor was it intended to build up projects which would not correspond to the priorities or programmes of the recipient country. He indicated that elements such as safety, hygiene, industrial relations and workers' education could be included in many cases in larger projects dealing with management development or small-scale industries. Since projects in the fields of conditions of work and life needed more time and an understanding of existing conditions, regional teams of experts were being built up to offer on-the-spot advice to governments on the preparation of requests, implementation of projects and their follow-up. Such
a team of experts in the field of social security was in post in Latin America and it was hoped to apply the same procedure in Africa, Asia and other regions. Such measures would also facilitate a well-oriented research programme in the various fields of living and working conditions.

35. He agreed with the comments made by the Government representatives of Sweden and the United Kingdom, to the effect that the I.L.O. had an essential role to play in ensuring that the social aspects of economic development projects, including those executed by other agencies of the United Nations family, were fully taken into account in the preparation and implementation of such projects. Discussions were being held with the executive director of the U.N.I.D.O. to that end. He hoped that governments, if necessary under the influence of employers’ and workers’ organisations, would give due attention to occupational safety and hygiene, which had an impact on productivity.

36. The representative of the Director-General stated that, in its technical co-operation activities bearing upon conditions of work and life, the Office would take full note of the views expressed on the subject by members of the Committee.

The I.L.O. Technical Co-operation Programme in the Field of Rural Development

37. In introducing the paper which had been prepared by the Office as a basis for discussion under this item, the representative of the Director-General said that the information it contained was not intended to be exhaustive, although particulars were given in the appendices of selected projects of various types and activities other than direct technical assistance. The paper, however, served to demonstrate that I.L.O. activities in the rural field—which related to virtually all aspects of rural life and not merely to agricultural questions—were based on a comprehensive, rural development approach. The rural development programmes had confirmed the interest of the I.L.O. in rural questions and, from modest beginnings in 1962, had achieved significant results through a considerable number of projects, including Special Fund projects for which the I.L.O. had been appointed executing agency. Total expenditure on I.L.O. activities connected with rural development during 1966 had amounted to approximately $3.5 million, equivalent to more than 20 per cent. of all I.L.O. technical co-operation activities in that year. Although this amount was inadequate in relation to the urgent needs of developing countries, a substantial increase in resources for rural development purposes could be forecast in the light of the enhanced interest being displayed by the Special Fund in activities of the type of those with which the I.L.O. was concerned, together with the prospects of increased I.L.O. participation in related activities of other organisations such as U.N.I.C.E.F. (rural youth programmes) and U.N.E.S.C.O. (functional literacy).

The Governing Council of the U.N.D.P., at its January 1968 Session, had approved the projects mentioned in paragraph 7 of the Office paper, and these projects would consequently become operational during the present year. In addition, the Governing Council had allocated resources for covering the cost of preliminary operations for a project concerning the vocational training of rural artisans in the Central African Republic as well as for an integrated rural development project in the Ouaddai region of Chad. Furthermore, it was understood that an allocation had been made by the Office as a basis for discussion under this item, for which the I.L.O. had been appointed executing agency. Total expenditure in this field during 1966 had amounted to approximately $3.5 million, equivalent to more than 20 per cent. of all I.L.O. technical co-operation activities in that year. Although this amount was inadequate in relation to the urgent needs of developing countries, a substantial increase in resources for rural development purposes could be forecast in the light of the enhanced interest being displayed by the Special Fund in activities of the type of those with which the I.L.O. was concerned, together with the prospects of increased I.L.O. participation in related activities of other organisations such as U.N.I.C.E.F. (rural youth programmes) and U.N.E.S.C.O. (functional literacy). The Governing Council of the U.N.D.P., at its January 1968 Session, had approved the projects mentioned in paragraph 7 of the Office paper, and these projects would consequently become operational during the present year. In addition, the Governing Council had allocated resources for covering the cost of preliminary operations for a project concerning the vocational training of rural artisans in the Central African Republic as well as for an integrated rural development project in the Ouaddai region of Chad. Furthermore, it was understood that an allocation had been made by the Office as a basis for discussion under this item, for which the I.L.O. had been appointed executing agency. Total expenditure in this field during 1966 had amounted to approximately $3.5 million, equivalent to more than 20 per cent. of all I.L.O. technical co-operation activities in that year. Although this amount was inadequate in relation to the urgent needs of developing countries, a substantial increase in resources for rural development purposes could be forecast in the light of the enhanced interest being displayed by the Special Fund in activities of the type of those with which the I.L.O. was concerned, together with the prospects of increased I.L.O. participation in related activities of other organisations such as U.N.I.C.E.F. (rural youth programmes) and U.N.E.S.C.O. (functional literacy).

The validity of the comprehensive approach taken in the I.L.O. rural development programme, which had been developed in close co-operation with the other international organisations concerned, and the notable results which had already been achieved, the resources being devoted to rural development were still far from being commensurate with the urgent needs of the situation, particularly in the developing countries, and this must be partly due to lack of incentives for investment in agriculture. Nevertheless, if industrialisation were to succeed, it must be accompanied by balanced agricultural development, not only with a view to increasing food production, but also for solving problems such as the exodus from rural areas and creating alternative employment opportunities for surplus agricultural labour through such schemes as rural industries, public works and others. In general, the Member states and the I.L.O. representatives had found the particulars contained in the Office report both thought-provoking and encouraging. Thus, the Andean Indian Programme, which by now had largely been taken over by national personnel in the countries concerned, had accumulated a fund of experience which could usefully be drawn upon for future work of the same kind, while the investigation and discussions which had taken place concerning the employment opportunities for campesinos in Latin America would undoubtedly lead to fruitful action in regard to their problems. Similarly, the work of technical meetings and conferences relating to rural development as part of the over-all effort to improve working and living conditions in rural areas.

38. Referring to the section of the Office paper entitled “Orientation for the Future”, the representative of the Director-General suggested that, despite their inherent difficulties, emphasis should continue to be placed on integrated and comprehensive projects covering a variety of fields, as envisaged in the resolution concerning the contributions of the International Labour Organisation to the raising of incomes and living conditions in rural communities with particular reference to countries in process of development, adopted by the International Labour Conference at its 44th (1960) Session and the decision taken by the Governing Body at its 148th (March 1961) Session in respect of the I.L.O. rural development programme. The validity of the comprehensive approach appeared to have won recognition from other organisations such as the U.N.D.P., especially as regards concerted action, e.g. in the rural development project in Congo (Brazzaville), for which the I.L.O. had been appointed executing agency in co-operation with the United Nations, F.A.O. and U.N.E.S.C.O. However, there would still be circumstances calling for projects of more limited scope. To enable the limited resources to have the maximum impact, they would need to be concentrated on selected areas and carefully chosen projects. In making its own contribution to rural development, the I.L.O. would continue to adhere to the policy of an inter-disciplinary and inter-agency approach; existing planning and ad hoc consultative machinery for this purpose had proved largely satisfactory, and the I.L.O. would continue to ensure that all agencies concerned were fully taken into account in the exploratory and preparatory phases of future operational activities in this field.

39. Lord Collison, speaking on behalf of the Worker members, expressed satisfaction regarding the scope and objectives of the operational activities carried out under the I.L.O. rural development programme, which had been developed in close co-operation with the other international organisations concerned, and had resulted in notable achievements in the rural development of those countries. Despite the inherent difficulties, emphasis should continue to be placed on integrated and comprehensive projects covering a variety of fields, as envisaged in the resolution concerning the contributions of the International Labour Organisation to the raising of incomes and living conditions in rural communities with particular reference to countries in process of development, adopted by the International Labour Conference at its 44th (1960) Session and the decision taken by the Governing Body at its 148th (March 1961) Session in respect of the I.L.O. rural development programme. The validity of the comprehensive approach appeared to have won recognition from other organisations such as the U.N.D.P., especially as regards concerted action, e.g. in the rural development project in Congo (Brazzaville), for which the I.L.O. had been appointed executing agency in co-operation with the United Nations, F.A.O. and U.N.E.S.C.O. However, there would still be circumstances calling for projects of more limited scope. To enable the limited resources to have the maximum impact, they would need to be concentrated on selected areas and carefully chosen projects. In making its own contribution to rural development, the I.L.O. would continue to adhere to the policy of an inter-disciplinary and inter-agency approach; existing planning and ad hoc consultative machinery for this purpose had proved largely satisfactory, and the I.L.O. would continue to ensure that all agencies concerned were fully taken into account in the exploratory and preparatory phases of future operational activities in this field.


problem of finding, training and retaining the services of suitable national counterparts, particularly in such fields as co-operatives: in such circumstances, the Worker members suggested that it might be worth while, for the sake of continuity and preserving the results of projects, to retain the services of international experts until national replacements could be found. The Worker members supported the policy of carrying out comprehensive rural development projects covering various types of activity and involving simultaneous action on several fronts, together with measures for concerted action in this respect by several international organisations, as exemplified in the Special Fund-assisted rural development project in Congo (Brazzaville). Rural development should always be treated as an integral part of national development. Thus, in turn, evoked the need for concerted action by the international organisations concerned, in the process of which leadership would naturally be assumed by the I.L.O., because of its concern with the development of human resources and improvement of living conditions and social aspects in the rural areas. Analysis of the problem of rural development revealed two features: first, the overriding need for increased food production in the face of rapid population growth, which entailed the need to industrialise and mechanise agricultural techniques. This, in turn, might lead to a reduction in employment opportunities in the rural areas unless suitable countermeasures were adopted for providing alternative possibilities of employment, e.g. rural industries. The attraction of higher wages in industry and the movement of populations from rural to urban areas created immense social and economic problems in such fields as housing, health services and education, and also served to disrupt the traditional social structures without putting anything useful in their place. The rural exodus thus had an important bearing on problems in urban areas which were also of concern to the I.L.O. and the other international organisations. In tackling the various aspects of these problems, the I.L.O. was expected to play a significant role. As a result, considerable caution should be exercised. Thus, if the I.L.O., in co-operation with the other international organisations, were to tackle the improvement of living and working conditions of the rural population, this might include such matters as social security, housing, health, which, in a rural context, would have their own peculiarities. Similarly, the proposals concerning the development and adjustment of appropriate institutions in the rural areas, as well as the proposals concerning manpower surveys and assessment, needed some further elucidation. While the development of small-scale industries and modern handicrafts was correctly regarded as a part of rural development, the Employer members hoped that the I.L.O. would co-operate closely with the other United Nations agencies, and in particular U.N.I.D.O., in encouraging the movement of industries into the rural areas of developing countries, together with the creation of the necessary infrastructure. This would be a more realistic aim than "basic industrialisation" as applicable to rural development. Finally, the reference to the expert experience in African countries in the field of community development programmes, as well as integration of indigenous populations, were subject to differing interpretations which called for some limitation if efforts were to be successful. Similarly the references to programmes for the active participation of young people and women had given rise to practical demonstrations of community development programmes, needed to be made more explicit, and this could very well be done following a joint U.N./I.L.O. meeting of experts on youth services due to be held in Denmark later during the year, and in the light of consideration of related questions during the 53rd (1969) Session of the International Labour Conference.

41. Speakers from all three groups who took part in the general discussion expressed regret at the narrow scope, objectives and methods of I.L.O. operational activities in the field of rural development. The Government member for Cameroon said that the developing countries, which were predominantly agricultural, fully appreciated the importance of rural development. He noted a number of examples of examples of agricultural education at primary and secondary level in his own country and efforts to encourage popular support for and participation in rural development in such countries as Congo (Kinshasa) and the Central African Republic. Member of the United States delegation who had visited the rural vocational training project in Senegal in October 1967 had been able to witness the importance attached to this sector, and several other examples of projects listed in the Office paper provided tangible evidence of the increasing attention to rural development needs. Among the various aspects of efforts to raise living and working conditions in the rural areas, particular attention should be devoted to measures for participation of young persons and women, establishing proper wage-fixing machinery, and checking the rural exodus generally. In reply to his request for clarification of a statement in paragraph 32 of the Office paper, the representative of the Director-General explained that where social security institutions were lacking for the protection of the rural population, co-operative societies could provide, in addition to their traditional activities, with services to protect against occupational risks on the basis of mutual aid.

42. Emphasis was placed by several speakers, besides Lord Collison and Mr. Nasr, on the need for effective co-ordination between the various international organisations in activities covering so vast and complex a field as rural development. The Government members for France and the U.S.S.R. felt that the Office paper was perhaps unduly muddled on this point and suggested that the I.L.O. should pursue a more dynamic role in taking the lead in this sector among the United Nations organisations by virtue of its over-all concern with the development of human resources and the improvement of working and living conditions generally, including such aspects as participation of young people and women and measures to increase efficiency and productivity. The U.S.S.R. Government member felt that the crucial question of agrarian reform was not receiving sufficient attention at the practical level and that the I.L.O. should be more dynamic in its role in linking it with the integration of indigenous populations. In reply, the representative of the Director-General explained that primary responsibility for this question lay with the F.A.O., although the social aspects were of concern to the I.L.O., which had accordingly listed it under the major programme covering institutional activities; however, the extent of practical action through field projects depended on requests from governments.

43. The Government member for Pakistan and Mr. Kane also referred to the need for a cautious approach in dealing with the vast and complex problems of rural development. Caution, perseverance and patience would be required if present efforts were to succeed. Along with the integral approach and concerted action by all organisations concerned, more attention should be given to research in depth as a basis for finding appropriate solutions to the great variety of problems encountered in this field. Mr. Bastiid said that, on the strength of his recent visit to a number of African countries, he was well aware of their needs and priorities but lacked the necessary finance. International organisations should make a special effort to ensure that adequate financial resources were mobilised. Moreover, these countries were less interested in vocational training by experts who should, in this context, regard themselves as rural promoters. In view of the chronic lack of national counterparts, the I.L.O. should devote more attention to the training of essential
middle-level and supervisory personnel such as qualified rural artisans, stonemasons, blacksmiths, mechanics and foremen who in turn could serve as extension workers in the rural areas.

44. Mr. Rifaat joined Mr. Nasr and other speakers in congratulating the Office on the manner in which operational activities in the rural sector were being carried out, despite limited resources. Many of the problems mentioned in the paper had been discussed by the I.L.O. Permanent Agricultural Committee at its Seventh Session (Geneva, November-December 1965), and it might have been useful to distribute the report of that Committee on the present occasion. Careful attention should be paid to the role of regional advisers in the context of co-ordination between the I.L.O. and the other international organisations concerned, as well as the establishment of national co-ordinating machinery for the purpose of ensuring concerted action, as mentioned in the resolution adopted by the Conference at its 44th (1960) Session. The possibility of having more regional projects, particularly in Africa, where the frontiers of many newly independent countries were artificial, should also be investigated. The Government member for the United Arab Republic also endorsed the conclusions and proposals for future action submitted in the Office paper, drawing particular attention to the need for basic industrialisation of the rural community through the establishment of enterprises, in the form of agriculture processing of agricultural raw materials, programmes for the active participation of young people and women, and expansion of employment opportunities in the rural areas.

45. Mr. Abid Ali, supplementing Lord Collison's statement, referred to the relationship between the rural exodus and problems of urbanisation. New agricultural methods and soil improvement techniques to increase food production should be adapted to the existing pattern in the rural areas, since mechanisation and large-scale farming were not always suited to local conditions. In dealing with the shortage of experts, the availability of qualified personnel in the region itself should not be overlooked. Finally, Mr. Abid Ali felt that, although the trade union movement in the rural sector was not very well organised in most developing countries, further efforts should be made to develop closer association between I.L.O. operational activities and the organisations concerned and to ensure that experts and I.L.O. officials on mission invariably made contact with those organisations and members of the Governing Body in the course of their duties. Mr. Abid Ali also expressed disappointment over the failure of the rural employment programmes in India, but was assured by the representative of the Director-General that the experience had not altogether been wasted since proposals for a follow-up project had been agreed with the state government; these were at present awaiting clearance by the Central Government.

46. The representative of the Director-General, replying to the various points and questions raised in the course of the general discussion, expressed gratitude for the encouragement and support shown towards the concept and aims of operational activities under the I.L.O. rural development programme. The situation as regards co-ordination, both within the Office and between the international organisations concerned, could be regarded as satisfactory since there was general recognition of the complementary nature of each contribution within the framework of the integrated and comprehensive approach. On the other hand, co-ordination of activities in the rural sector at the national level would take time and patience, since it was a matter for government; these were at present awaiting clearance by the Central Government.

47. The observations of the members of the Committee during the general discussion on this item mostly concerned the revised criteria and guidelines contained in the Office paper, under the headings of eligibility of requests, definition of requests and types of projects and forms of technical assistance. The text of these criteria and guidelines is reproduced as an annex for easy reference. The Committee discussed each of its three sections in turn.

Criteria to Govern the I.L.O. Technical Co-operation Programme under the Regular Budget

48. Referring to this section Mr. ben Ezzedine, speaking on behalf of the Employers' group, said that it would be preferable to include in the text the guideline mentioned in paragraph 7 of the Office paper, as follows: 'One basic principle to guide policy regarding activities under the regular budget operational programmes has been from its inception that these activities are one of the means of achieving priority goals of I.L.O. action.' He was supported by Mr. Rifaat on behalf of the Employers' group, and by the Government members for the U.S.S.R. and the United States.

49. The possibility for the Employers' and Workers' groups of sending requests for technical co-operation directly to the I.L.O., particularly in matters which fall within their competence, was raised by Mr. Rifaat. This idea was endorsed by the Government member for the U.S.S.R., who suggested that requests from other intergovernmental organisations might be supplemented by a reference to trade union organisations. He went on to state that it should be specified that the right to submit requests was limited to organisations having a definite status with the I.L.O. Furthermore, he felt that the word "usually" in the first sentence of paragraph (b) might be taken out without altering the meaning of the sentence. Mr. Kane suggested replacing the word "government" by "country". In connection with the submission of requests, it was believed that in a tripartite organisation like the I.L.O. workers' and employers' organisations should be able to submit requests directly.

50. The Government member for the United States, referring to the failure of certain projects due to lack of government support, expressed the view that it might
be desirable to include in the section concerning the eligibility of requests the provision that for a request to be eligible there must be reasonable assurance that the beneficiary government was ready and willing to make the necessary financial, physical and staff contributions for the implementation of the project. This point was also commented upon by Mr. Rifaat, Mr. T. Végh Garzón and the Government member for the U.S.S.R.

51. Several speakers commented upon the suggestion made by Mr. ben Ezzedine that the I.L.O. should not grant technical assistance to, or should withdraw such assistance from, countries which violate the basic principles of the I.L.O. as stated in its Constitution. In his opinion, one of the criteria with regard to the eligibility of requests should be that countries must act according to the I.L.O. Constitution. In making this proposal, Mr. ben Ezzedine had especially in mind practices of racial discrimination and violations of trade union rights. Mr. Hernandez and Mr. Kane endorsed the proposal; the latter further suggested that a similar sanction should be applied to countries not meeting their financial obligations.

52. The Government member for the U.S.S.R. agreed with the idea expressed by Mr. ben Ezzedine, but felt that the Committee was not the proper body in which to debate the point, which might preferably be taken up somewhere else. This point of view was shared by the Government members for France and Canada and by Mr. Végh Garzón. The Government member for Sweden expressed the view that any solution of the importance of technical assistance for social and economic changes, it would be illogical to exclude any developing country from receiving I.L.O. assistance on the ground that it failed to live up to the ideals and standards of the I.L.O. This kind of a sanction was not, in his opinion, the right way to deal with deviations from standards.

53. Mr. Kane emphasised the importance of the criteria being clear and precise and designed to achieve I.L.O. priorities according to the Organisation's constitutional mandate. Referring to a sentence in the Office paper to the effect that an overriding criterion was the availability of funds, he remarked that such a statement might give the impression that, in considering requests, the I.L.O. gave more importance to financial considerations than to its own priorities.

54. The Government member for Cameroon, commenting on paragraph (b) of the section concerning eligibility of requests, expressed concern over the dependence on the U.N.D.P. for the furnishing of I.L.O. objectives. He believed that the regular programme should be strengthened to enable it to meet requests concerning I.L.O. priority objectives.

55. With regard to the eligibility of requests for technical co-operation, the Government member for Malaysia asked for clarification about the existing procedure for applying for I.L.O. assistance after a request was turned down by the U.N.D.P. He was concerned that directing requests first to the U.N.D.P. and then to the I.L.O., if the U.N.D.P. was unable to give them favourable consideration, might involve delays in the examination and approval of requests.

56. The Government member for the United States felt that there should be a fourth section to deal with termination of projects. Termination was only mentioned under paragraph (b) of the section. The suggestion was endorsed by the Government members for France, Canada, United Kingdom and the Philippines. They agreed that the main purpose of such a section should be to authorise the Office to terminate projects which were not receiving adequate counterpart support or where it had become evident that the objectives could not be achieved. The Government member for the U.S.S.R. felt that the suggestion might facilitate the implementation of technical assistance projects would be greatly facilitated if the objectives of the project and the role of the beneficiary government were clearly defined at the outset.

57. The role of the Committee was discussed in this connection. The Government member for the U.S.S.R. asked what would be the mandate of the Committee in the examination of requests. He recalled that Mr. Rifaat and Mr. ben Ezzedine had mentioned this question on several occasions and suggested a more active role for the Committee in operational activities. The Government member for the United States agreed that the Committee, in the revision of criteria for the regular programme provided a sound framework for examining the matter. The Government member for the U.S.S.R. emphasised the importance of having terms of reference of the Committee re-examined in the near future. He expressed the hope that this question might be included in the agenda of the Committee's November meetings. Mr. ben Ezzedine referred to the report of the Working Party on the Programme and Structure of the I.L.O. which was about to be submitted to the Governing Body.

Selection of Requests and Types of Projects.

58. Mr. ben Ezzedine, speaking on behalf of the Workers' group, stated that the Workers approved the contents of the section dealing with the selection of requests and types of projects. He hoped, however, that in the future a better balance in the over-all programme of I.L.O. technical co-operation would be achieved. Referring to the same subject, the Government member for Cameroon said that even though it was desirable to achieve a better balance in the I.L.O. programme, account should be taken of varying assistance needs from region to region and from country to country. Certain countries—generally those which were better informed on programming aspects—might receive more assistance than others. He therefore suggested that targets should be introduced in the regular budget for certain countries. Mr. Kane, while recognising the need for proper balance of the programme, insisted that first priority should be given to project requests concerned with the most basic needs, in particular those of a social nature. The Government member for Sweden also felt that greater emphasis should be placed on the needs of developing countries and suggested that some form of weighting should be given to requests coming from developing countries.

59. Mr. Rifaat stressed the importance of establishing a proper balance in the I.L.O. programme, but pointed out that several recipient countries had omitted in the reports to prepare the document projects from certain countries because of either failure or imbalance in the programmes within the country or the region. He suggested that the I.L.O., before replying favourably to requests for technical co-operation, should ensure that sufficient exploratory work had been performed. Feasibility studies and surveys should be undertaken by the I.L.O. before giving a commitment to a project. He requested that special provision should be made for this under the regular programme. Speaking on the same subject, the Government member for the United States questioned whether it would be useful to have a provision in the section dealing with the selection of requests to the effect that projects must be well defined as to the objectives in order to achieve a positive result within reasonable and realistic limitations. The Government member for the U.S.S.R. was of the opinion that in many cases projects had failed because requests had been insufficiently thought out, and in particular because there had been no consultations with employers' organisations and trade unions.

60. With regard to the suggestion made by several speakers concerning the desirability of consulting with employers and workers in the preparation of project requests, the Government member for the United States agreed that in certain circumstances such consultations should or even must take place, but there were other cases, especially of government concern. Mr. Rifaat suggested that a short sentence should be added to paragraph (a) of the section concerning the selection of funds.
requests and types of projects, as follows: "Similarly, due regard should be given to prior consultation with workers' and employers' organisations." The Mr. ben Ezzedine added that, in his opinion, a project request from a government which was supported by an employers' or a workers' organisation should be given priority. The Government member for Canada and Mr. Kane expressed the view that a project which had been prepared in consultation with all concerned had a greater chance of success.

65. Mr. Végh Garzón referred to the need for experts serving abroad to make contact with local employers' and workers' organisations. Not only would experts thus receive great help from those organisations, but a more favourable climate would be established, which would enable them to carry out their projects satisfactorily.

66. The Government member for the U.S.S.R. thought that additional information should be given on the types of projects to which special consideration ought to be given.

67. The Government member for France and Mr. Végh Garzón felt that greater emphasis should be placed on the need for co-ordination of I.L.O. technical assistance activities with those of other international organisations. On the same subject, Mr. Kane drew attention to the importance of taking I.L.O. objectives duly into account in large-scale projects carried out in association with other international organisations.

68. The Government member for the United Arab Republic, referring to paragraph (b) of the section concerning the selection of requests and types of projects, proposed that, after the words "short duration" the words "of a specific objective" should be added in order to measure more accurately the results of a project.

69. The representative of the Director-General went on to reply on the following points:

(a) The Committee might wish to spell out in its final conclusions the general opinion that the regular programme should be a means of achieving I.L.O. priorities and that the I.L.O. should have a reasonable assurance that beneficiary governments would make the financial, physical and staff contributions necessary to ensure the success of projects.

(b) He felt that the availability of funds was an over-riding criterion.

(c) The terms of the section of the Office paper which related to the selection of requests and types of projects, such as exploratory, preparatory or follow-up missions, pilot projects or field studies, seemed quite relevant, particularly in the light of the discussions held during the meetings of the Conference Committee on Technical Co-operation at the 51st (1967) Session of the Conference.

(d) With reference to the question of I.L.O. co-operation with other organisations in the fields of rural development, pre-vocational training for young persons and the co-ordination of different vocational training systems, he wished to emphasise the fact that projects on pre-vocational training and on the co-ordination of vocational training systems were already parts of a whole. An inter-agency committee met every year to co-ordinate the work of the various agencies. In this connection, very interesting developments had recently taken place. The Office was hopeful that, in the very near future, a number of its projects in the field of pre-vocational training for young persons could be strengthened with the help of U.N.I.C.E.F. funds. U.N.E.S.C.O. had subcontracted to the I.L.O. part of its functional literacy projects financed from U.N.D.P. funds.

(e) The conditions concerning the eligibility of requests for technical co-operation were not listed in order of priority.

(f) As regards the forms of technical assistance described at the end of paragraph 23, it was clearly understood that study tours and seminars were covered under group training courses and fellowships. The Committee was also assured that the regular programme was not intended to finance experts during periods between assignments.

60. The representative of the Director-General underlined the necessity of briefing courses for experts, and stated that it was very difficult to find people who were experts in their own profession and also had a thorough knowledge of the countries where they were being assigned. The Government member for Sweden suggested that the regular programme of the I.L.O. should also be used to train experts in fields in which expertise was hard to come by. The Government member for the United Arab Republic believed that the I.L.O. should not provide further training for experts, as expert staff should be aware of the priorities in their respective fields. The Government member for the United States that it would be most appropriate to reserve a proportion of the project allocation for evaluation activities.
Office was looking forward to the time when these organisations would be so associated as a matter of course—a situation which, in the opinion of the Office, would contribute to the success of this kind of technical assistance.

(c) Another question which had a bearing on workers’ and employer’s organisations concerned the right of these organisations to submit direct requests for technical co-operation to the Office. The representative of the Director-General reminded the Committee of the established principle that all requests must come exclusively from governments. There was only one apparent exception—namely in the case of the I.L.O. workers’ education programme, where direct transmission from workers’ organisations was possible. However, the Office was bound to ascertain that implementation of those requests would meet with government approval particularly when counterpart obligations were involved. Clandestine plus of all experts had to be submitted to the governments for approval, irrespective of the programmes. Requests received directly from workers’ and employers’ associations would inevitably be referred to the governments concerned. The Office was therefore looking at the problem from the standpoint of practicality of view, and it seemed that for the sake of expeditiousness, the requests should be co-ordinated at the national level in the first instance, and then transmitted to the Office.

(d) In reply to the question whether provisions aimed at depriving certain member States of the right to request technical assistance should be included in the criteria, he felt that the matter had constitutional aspects which were not within the terms of reference of the Committee.

(e) The suggested introduction of specific criteria related to the termination of certain projects was acceptable. It should be noted, however, that some of the failures occurred only after the completion of I.L.O. projects.

(f) The matter of refresher courses for experts and of training in fields where expertise was very scarce would be carefully reviewed. These preoccupations might also be the subject of further discussions with U.N.D.P.

70. The Chairman thanked the representative of the Director-General for his reply. He felt that, through the Committee’s discussions, general agreement had been reached on the major points covered by the criteria and guidelines proposed in paragraph 23 of the Office paper. There were, however, three points raised in the debate. First, there was a need to ensure that the criteria were not to decide to take up the question of the criteria again at the Governing Body’s November session, the Office would prepare another paper with revised conclusions.

Agenda for the November 1968 Meeting of the Committee on Operational Programmes

73. The Chairman reminded the Committee that two items were already to be examined by it at its November meeting, namely the I.L.O. technical co-operation programmes in 1967, which would normally have been discussed at the present meeting, and the item relating to the magnitude and balance of the programme of operational activities under the I.L.O. regular budget, which was a standard feature of the autumn meeting.

74. He added that the consensus of opinion at the present meeting was that the criteria to govern the I.L.O. technical co-operation programmes under the regular budget should be reviewed at the autumn session with a view to submitting final proposals to the Governing Body.

75. He also referred to the general agreement in the Working Party on the Programme and Structure of the I.L.O. that the Committee on Operational Programmes should be asked to undertake to review its terms of reference and submit to the Governing Body any proposals which it might deem appropriate in the matter, having regard to the nature of the operational programme and the part played by requests from governments in determining that programme, and its relationship to the United Nations Development Programme.

76. He observed that there was a relationship between these various subjects and that this might be a case where the number of items on the agenda could be higher than usual. There was a general consensus of opinion on this point.

77. The Committee recommends the Governing Body to amend the agenda of the November 1968 meeting of the Committee on operational Programmes as follows:

1. Criteria to govern the I.L.O. technical co-operation programme under the regular budget.
4. Review of the terms of reference of the Committee on Operational Programmes (subject to the decision taken by the Governing Body in connection with the report of the Working Party on the Programme and Structure of the I.L.O.).

M. NASR,
M. BEN EZZEDINE,
For the Chairman
(absent).

ANNEX

Revised Criteria and Guidelines Proposed to the Committee on Operational Programmes

Eligibility of Requests for Technical Co-operation

(a) A request is eligible for financing under the I.L.O. regular programme if:

1. it falls in a field of activity of concern to the I.L.O. under its constitutional mandate; and
2. it is submitted by a government or group of governments or by a regional or other intergovernmental organisation. Requests may be submitted by developed countries.

(b) Technical aid financed from the I.L.O. regular budget is usually limited to cases in which there is no adequate assurance that the aid requested can be financed by the U.N.D.P. for implementation at the time when it is most...
required. It is one of the main functions of the regular programme to be able to act quickly on an appropriate scale when the U.N.D.P. is unable to assume responsibility for the project, either because the U.N.D.P. is unable to provide the funds for its immediate implementation, or because it concerns a field of activity to which the U.N.D.P. does not attach a high degree of priority, or because the request comes from a developed country or an intergovernmental organisation.

Selection of Requests and Types of Projects

(a) In the selection of requests for technical co-operation due regard will be given to maintaining a proper balance in the over-all programme of technical co-operation of the I.L.O. both between major technical programmes and between regions.

(b) Preference is given normally to projects of relatively short duration. Continuing projects must be reviewed periodically and the possible alternatives examined, i.e. transfer to the U.N.D.P. extension under the regular programme if justified, or termination.

(c) Special consideration is given to the following types of projects:

(1) exploratory, preparatory or follow-up missions;

(2) pilot or experimental projects essentially aimed at perfecting or trying out new methods specially adapted to the needs of countries at different levels of development;

(3) field studies or surveys and other action in support of field operations, such as general project and programme support (covering technical aids to be developed for use in field projects);

(4) technical assistance to regional or other intergovernmental organisations or for joint technical co-operation action with these organisations.

Forms of Technical Assistance

(a) Technical assistance under the regular programme takes the form of expert assignments both at national and regional level, group training courses, fellowships and equipment.

(b) As a means of ensuring the maintenance and the continual improvement of the quality of the assistance provided by the I.L.O., a part of the resources made available in the regular budget for technical co-operation is used to finance:

(1) evaluation activities with a view to improving the methods used by the beneficiary governments and by the I.L.O. in the preparation and implementation of technical co-operation programmes;

(2) opportunities for experienced experts who have been with the Organisation for some time, and whose services are expected to continue, to become acquainted with the latest developments in their technical field.
APPENDIX XV

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

1. The Committee on Discrimination met in Geneva on 21 February 1968, under the chairmanship of Mr. George L. P. Weaver (United States).

2. The Committee had on its agenda an item relating to I.L.O. activities in the field of action against discrimination in employment and occupation, with particular reference to: (a) the convening in 1969 of a seminar on equality of opportunity in respect of employment; (b) the title of the Committee and of the programme on discrimination; and (c) measures for the speedy implementation of international instruments against racial discrimination.

Meeting in 1969 of a Seminar on Equality of Opportunity in Respect of Employment

3. The Committee had before it suggestions concerning a regional seminar on equality of opportunity in respect of employment and occupation, to be held in 1969. It was recalled that, at the 170th Session of the Governing Body, it had been the unanimous feeling of the Committee that such a meeting would be extremely useful, and it had been agreed to consider the question further at the present session of the Governing Body. It was suggested that the theme of the seminar might relate, broadly speaking, to the extent to which different population groups actually enjoy equality of opportunity in respect of training, employment and economic advancement, and might be considered to embrace all matters relevant to a study of this subject, including, for example, the evaluation of particular situations, the factors affecting equality in these fields and the means of promoting such equality. As regards the location of the seminar, the Asian and the American regions had been mentioned in particular.

4. The Worker members and the Employer members expressed agreement with the suggestions relating to the theme of the meeting. They felt that the Asian region, which presented a wide variety of multiracial, multi-religious and multicultural experiences, would be most appropriate for the holding of the meeting. However, the meeting should not be limited to any particular sub-region, but should cover the whole Asian continent.

5. A Government member questioned whether it would be appropriate to hold a seminar dealing with such matters in the region itself, and whether the choice of a more neutral location would not facilitate a more dispassionate examination of the problems. The essential requirement was to bring together qualified participants who would be able to contribute useful ideas.

6. It was pointed out that the object of the seminar was not to reach any decisions, but to exchange experiences and ideas and thus to contribute to a fuller understanding of the subject. It was therefore felt that a useful exchange of experience could be obtained more directly in the region itself, on the understanding that the seminar would keep the character of a private study meeting. In this connection, it might be envisaged to hold the meeting in an academic setting, for example a university campus. An additional consideration was the financial aspect, since it would be more economical to bring together a number of regional participants, with the assistance of only a few officials from I.L.O. headquarters, in the region itself.

7. There was general agreement in the Committee that it would be appropriate to hold the proposed seminar in Asia and that the scope of the meeting should cover the whole Asian region. The seminar would be composed of experts drawn from the region, chosen on the basis of their personal qualifications and experience and after consultation with the Government, Employer and Worker groups. The International Labour Office was requested to explore the question of the most suitable location for the seminar. The seminar was to deal with the problems of Asia in accordance with the suggestions outlined in paragraph 3. It was understood that the Office would submit, at the next meeting of the Committee, a working paper based on the discussion in the Committee and containing more detailed proposals concerning the arrangements for the seminar.

8. The Government member for India reserved the position of his Government, pending the submission of more detailed proposals concerning the location and composition of the seminar.

Title of the Committee and of the Programme on Discrimination

9. It was recalled that at the 170th Session of the Governing Body it had been suggested that the title of the Committee and of the programme on discrimination might be changed in order to reflect more accurately the positive orientation towards the promotion of equality of opportunity and treatment which was provided for in the relevant I.L.O. standards and which the I.L.O.'s work was assuming. It had been agreed that this question would be considered by the Committee at the present session of the Governing Body. In this connection, two possible titles, one referring to "equality of opportunity" and the other to "equality in employment", were suggested as substitutes for the present title.

10. Some members of the Committee felt that it was desirable to change the title of the Committee and of the programme in order to give a more positive connotation to the I.L.O.'s work in this field. In particular, it was considered that the title should, in accordance with usual I.L.O. practice, describe the positive programme which was being undertaken rather than the negative problem it was dealing with. While no clear preference was expressed for the two alternative titles suggested, or for a combination of both, it was felt that both were in any case preferable to the present title, which might appear too negative. However, it might be possible to find a title which would reflect even more accurately the precise objectives and work of the Committee and of the programme, and in this connection various other possibilities were suggested.

II. Other members doubted the need for a change of the title. In their opinion, the term "discrimination", although it undoubtedly referred to a negative phenomenon, described clearly a serious problem which the I.L.O. was called upon to combat, and was a term readily understood by everybody. A term such as "equal opportunity" might have the disadvantage of requiring further elucidation to explain its precise scope. If the notion of discrimination was dropped from the

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1 See above, second sitting, pp. 15-16.
title, it might give the impression that the I.L.O. was no longer concerned with the problem and might make it more difficult to identify the work of the Committee.

12. It was agreed that the question could be reconsidered by the Committee at a later stage in the light of the present discussion and the practice in other international organisations.

Measures for the Speedy Implementation of International Instruments against Racial Discrimination

13. The Committee was informed of the adoption by the General Assembly of the United Nations on 18 December 1967 of a resolution (2332 (XXII)) urging all governments which have not yet done so to ratify and implement several international instruments against racial discrimination, including the I.L.O. Discrimination (Employment and Occupation) Convention, 1958 (No. I), and requesting, inter alia, the specialised agencies to continue to take measures to propagate the principles and norms set forth in the United Nations Declaration on the Elimination of All Forms of Racial Discrimination and in the International Convention on the Elimination of All Forms of Racial Discrimination. The document also indicated what steps the I.L.O. had already taken, and would take in the future, to give effect to the General Assembly's request.


15. The Committee was further informed that, since this document had been issued, there had been a further ratification of Convention No. III, thus bringing the present total to 64 ratifications.

16. In addition, the workers' education manual on discrimination mentioned in the document had just been issued and was made available to the members of the Committee. The Committee welcomed the publication of this manual, which could be valuable not only for trade unions but also for more general use.

George L. P. Weaver,
Chairman.
APPENDIX XVI

Sixteenth Item on the Agenda: Report of the Fiftieth Anniversary Committee

1. The Fiftieth Anniversary Committee met on 19 February 1968. In the absence of the Chairman, Mr. Parodi, Mr. Mori, Worker Vice-Chairman, presided.

2. The Chairman called on the Fiftieth Anniversary Co-ordinator, as representative of the Director-General, to present an oral progress report as mentioned in the document submitted to the Committee.

3. The representative of the Director-General referred to the circular letter and list of suggestions which had been transmitted by the Director-General on 2 February 1968 to all member States in connection with fiftieth anniversary activities, and enumerated the countries which were contemplating or had already set up national committees or appointed national co-ordinators; these were Canada, Ceylon, Cyprus, France, Lebanon, the United Kingdom, the United States, Zambibia, and, according to verbal information just received, the United Arab Republic. As of January 1968, a number of countries had given indications of what they were planning in celebration of the fiftieth anniversary. Austria planned making an approach to young persons at school, including students at vocational schools, through the use of broadcasting and the distribution of appropriate information material. Canada was considering public information and academic activities, specialised publications, an art exhibit, ratification of Conventions, and ceremonial aspects. The Central African Republic proposed ceremonies on 28 and 29 October 1969, including a broadcast by the Minister of Public Office and Labour, a special radio programme devoted to the I.L.O. and, on 29 October—which had been declared a public holiday—there would be a speech by the President of the Republic to workers' and employers' representatives, followed in the evening by a reception and dinner, to which an I.L.O. representative would be invited; there would also be a projection of films on the I.L.O. France was considering organising a special labour exhibition in Paris, and workers' and employers' organisations were being consulted to ascertain on what occasions they would be associated with the anniversary activities. The Department of Labour and Social Welfare of Haiti was preparing a special ceremony on 29 October 1969 in which high-ranking personalities and workers' and employers' representatives would participate. Italy planned a formal ceremony in the Roman capital, attended by important personalities, the theme being cooperation between Tunisia and the I.L.O. from 1956 to 1969; talks on the radio and television by specialists in labour law and I.L.O. questions, in which government, employers' and workers' representatives would participate; publication of articles on the I.L.O. since its creation and the role it had played at the national level over the past 50 years; a theatre play bearing on the I.L.O.'s activities and accomplishments; courses in secondary schools; and films. The United Kingdom, through the bulletin of the National Joint Advisory Council of the Ministry of Labour, had indicated that it proposed holding a national ceremony in October 1969, a debate in Parliament, and discussions throughout the anniversary year on the work of the I.L.O. at annual conferences and meetings of national organisations. In the United States, the focus was on three historic dates: 10 May, and 24 and 29 October. In May 1960 it was hoped to organise a conference at Temple University in Philadelphia, the location of the 26th (1944) Session of the International Labour Conference at which the Declaration of Philadelphia had been proclaimed. United Nations Day in 1969 would be the occasion for a special event in New York City, and the Director-General would address the United Nations General Assembly. The 29th of October—the date of the convening of the First Session of the International Labour Conference in Washington in 1919—would be an opportunity for a meeting in that city of national personalities from governmental and non-governmental spheres.

4. Some 40 countries had responded favourably to the proposal to issue a commemorative postage stamp.

5. Favourable reactions had also been received from international and regional organisations. The United Nations would make reference to the anniversary in the introduction to the Secretary-General's annual report to the General Assembly in 1969; the Director-General of the I.L.O. would be invited to address the General Assembly; and consultations were being initiated regarding television broadcasts from all regions of the United Nations—United States, United Kingdom, United States, Zambia and, Austria—planning in celebration of the fiftieth anniversary. The 29th of October—the date of the convening of the First Session of the International Labour Conference at which the Declaration of Philadelphia had been proclaimed. United Nations Day in 1969 would be the occasion for a special event in New York City, and the Director-General would address the United Nations General Assembly. The 29th of October—the date of the convening of the First Session of the International Labour Conference in Washington in 1919—would be an opportunity for a meeting in that city of national personalities from governmental and non-governmental spheres.

1 See above, second sitting, p. 15.
tative Organisation (I.M.C.O.) had agreed that the celebration should take the form of an item on the agenda of the I.M.C.O. Assembly, to be held in the autumn of 1969. The Council of Europe envisaged a number of steps, starting in June 1968 with the preparation of a special report for submission by the I.L.O. to the Consultative Assembly of the Council of Europe. In January 1969, this would replace the annual report which would otherwise have been submitted; the Rapporteur's report would be followed by a full-scale debate and the adoption of resolutions, which it was hoped in turn would lead to debates in national parliaments. The Organisation of American States would be discussing its collaboration shortly, and the League of Arab States had promised full co-operation.

5. The international organisations of workers and employers—that is, the I.C.F.T.U., the I.F.C.T.U. and the W.F.T.U., as well as the I.O.E.—had offered their co-operation and were planning to produce special publications and make reference to the anniversary activities in the agendas of meetings, and through their international affiliates. A large number of trade secretariats in Geneva in April 1968, and afterwards a readiness decided on their plans and in some cases were seeking the active co-operation of the Office.

6. As regards the non-governmental organisations, the Conference of Non-Governmental Organisations in Consultative Status with the United Nations Economic and Social Council, in a circular letter to all its members describing the proposed activities of the I.L.O. for its fiftieth anniversary, reference to which would also be made in publications and at meetings, and the co-operation of national committees would be enlisted. The Secretariat of the International Student Movement for the United Nations (I.S.M.U.N.) had shown interest in collaborating through its various activities, which included seminars and study groups at the international and regional levels, as well as at the national and local levels. I.S.M.U.N.'s major contribution could be through its seminars, and the Secretariat would be presenting ideas for this to the I.S.M.U.N. Executive Committee and reporting back to the I.L.O. The World Federation of United Nations Associations (W.F.U.N.A.) would like to have an I.L.O. speaker at its World Assembly in Geneva in April 1968, and afterwards a residency co-operating and detailing plans of action would be submitted to the Assembly for adoption; 42 of the 62 associations affiliated to the W.F.U.N.A. were expected to be represented at the Assembly. As a result, the Executive Committee of W.F.U.N.A. would be empowered to involve all its national associations in anniversary activities. The W.F.U.N.A. Summer School to be held in Geneva in 1969 would have the theme "50 years of I.L.O." and regional W.F.U.N.A. seminars might discuss the subject "Teaching about the I.L.O."; such seminars were planned in Dahomey and Caracas in 1968. A number of other non-governmental organisations had noted the activities planned and promised support. These included: the International Commission of Jurists, the International Labour Law and Social Legislation, the World Council of Churches, the World Veterans' Federation, the World Young Men's Christian Association, the World Young Women's Christian Association and the World Medical Association.

8. A grant had been offered for producing a book on 50 years of co-operation between non-governmental organisations and the I.L.O.

9. Within the Office, anniversary articles for publication in the International Labour Review, as from August 1968, were in course of preparation and covered such subjects as wages, occupational safety and health, social security, industrial relations, labour-management relations, and employment of women. Popularly written versions would also be produced. The public information material intended for issue in 1968 had been indicated in List No. 1 issued by the I.L.O. Public Information Branch. Other activities included a project for housing a permanent exhibition in the new I.L.O. building, and a number of recommendations were being considered. It was hoped that this exhibition would constitute an additional attraction for visitors to Geneva, and that suitable premises would be set aside in the new building. An agreement was reached in January 1969 between the publishers Macmillan and Farrar, Straus and Giroux, for the publication of a historical review of the I.L.O.; an author had been proposed who would begin compiling the material for this volume at the earliest possible moment. There were proposals to prepare a catalogue of the Albert Thomas private collection, which was bequeathed to the I.L.O., to bring the "Subject Guide to Publications of the I.L.O., 1919-1964" up to date, and to compile a supplement to the 1959 bibliography on the I.L.O. The safety and health volume would be revised, and a special lecture on "The role and activities of the I.L.O. in the field of occupational health and safety in the course of the past half-century" would be presented to the XVth International Congress on Occupational Health and Safety to be held in 1969. A special anniversary section of the 1969 "I.L.O. Yearbook of Labour Statistics" was planned.

10. The Fiftieth Anniversary Co-ordinator had recently completed a mission to the United States, where he had contacted and met government, worker and employer representatives. There had also been meetings with representatives of the press concerning coverage during 1969, with representatives of the Institute for International Education, the Carnegie Endowment for International Peace and the United States United Nations Association, and with university officials regarding co-operation of the academic community and the possibility of holding various university conferences, as well as encouraging research and study. Other missions would be carried out by the Co-ordinator in the United Nations Governing Body session, and later in 1968. In the course of his recent missions, the Director-General had found strong support for fiftieth anniversary activities in Ethiopia, Kuwait, Lebanon, the United Arab Republic and Venezuela.

11. The Chairman thanked the representative of the Director-General for his detailed report, which indicated that member States, as well as international and non-governmental organisations, had shown interest in the steps taken by the Director-General to plan and assist fiftieth anniversary activities. With regard to Switzerland a meeting had taken place, attended by representatives of the Government, workers' and employers' organisations and the form of Swiss participation. For the time being, it was envisaged that there should be a commemoration of the anniversary in Parliament on the occasion of the presentation of the Government's report on the previous session of the International Labour Conference, and that a ceremony should be held at the Federal Polytechnic Institute in Zurich or the University of Geneva. The employers' and workers' organisations were working out a number of other activities. It would be desirable to include the Co-ordinator's presentation in the report of the Fiftieth Anniversary Committee.

12. Mr. Weaver expressed appreciation for the time spent in the United States by the Co-ordinator. The United States felt they had a special responsibility in the anniversary activities since the First Session of the International Labour Conference had been held in Washington. The employers' and workers' organisations in the United States had already been in contact with the I.L.O., to bring the "Subject Guide to Publications of the I.L.O., 1919-1964" up to date, and to compile a supplement to the 1959 bibliography on the I.L.O. The safety and health volume would be revised, and a special lecture on "The role and activities of the I.L.O. in the field of occupational health and safety in the course of the past half-century" would be presented to the XVth International Congress on Occupational Health and Safety to be held in 1969. A special anniversary section of the 1969 "I.L.O. Yearbook of Labour Statistics" was planned.

13. Mr. Borisov thanked the representative of the Director-General for his report. From the information
provided, it appeared that the anniversary would be observed in a worthy manner. The anniversary should be an opportunity for solving some of the problems which the I.L.O. had not dealt with and eliminating obstacles with which the Organisation was confronted, so that the I.L.O. would become a partner in the development of the world. The services of various university specialists and economists would be secured so that they could carry out research and programme reports. It would be desirable for the I.L.O. Co-ordinator to publish a regular bulletin informing all of the concerned of the activities being carried on in the member States. There should be a special stamp to mark the occasion, and if distributed among member States, governments and non-governmental organisations, would give a further stimulus and a better idea of world-wide participation.

22. Mr. Yllanes Ramos stated that the Under-Secretary of Labour of Mexico had asked him to convey the country's interest in co-operating in the anniversary. Recent visits of labour ministers of Latin American States to Mexico had indicated that there had been insufficient guidance from the I.L.O. that the I.L.O.'s field offices could be of great help in this connection, and States and regions should co-operate in making suggestions and developing activities. Arrangements should not be left to the last minute, and there should be firm commitments on the part of member States on how they proposed to participate in the anniversary celebration.

23. Mr. Ghayour agreed with the proposition that more must be done in the underdeveloped countries; it would be up to the I.L.O. to show what its past activities had been, how the underdeveloped countries had collaborated since the creation of the I.L.O. and therefore it was only natural that they should be in a better position to celebrate the fiftieth anniversary. The I.L.O., through its regional offices, should assist the underdeveloped countries in carrying out an appropriate programme of activities.

24. The Chairman stated that the list of suggestions circulated to governments and distributed to the Fifty-Fifth Anniversary Committee appeared to meet the preoccupations of Mr. Yllanes Ramos and Mr. Ghayour.

25. Mr. Philbert stated that in France a national committee would ensure an appropriate celebration. A ticket should be issued. The main accent of the anniversary programme in France would be on youth and what the I.L.O. could bring to the young people; action would thus be directed to universities and schools. It would be useful to know at the national level about responses received by the Office from non-governmental organisations. Suitable material would need to be made available for use at trade union and other meetings. The articles to appear in the International Labour Review would be very important and advance copies of these should be available as they could be processed for distribution at meetings held during the anniversary year.

26. The representative of the Director-General, in replying to the discussion, pointed out that he had not dealt with the World Employment Programme in his oral report, as that programme was before the Governing Body in another context. A number of responses had been received in the Office during the past several days, including replies from trade union secretariats all over the world. It would be appreciated if member States would inform the Office as their plans developed, as the Office between the need for materials for historical research and the need for more popular material explaining what the I.L.O. had contributed. Member States should endeavour to show what the I.L.O. had done over the past 50 years in the particular country, and the progress in legislation etc. due to the I.L.O.; they should also consider what the I.L.O.'s future action could be.
popular use in connection with the anniversary. Governments had been requested to distribute the list of suggestions enclosed with the Director-General's letter of 2 February 1968 to employers' and workers' organisations. Also, field offices and I.L.O. headquarters departments would be intimately involved in anniversary work. Concerning the permanent exhibition, it was hoped to make a modest beginning at the 52nd (1968) Session of the General Conference, where films could be shown, literature displayed, and meetings held with national delegations. Any commitments on the part of an international non-governmental organisation would be made known to the national committees. Due attention would be given to developing countries and, though it might not be possible to visit as many countries as one would wish, I.L.O. field offices and United Nations Resident Representatives would be involved in assisting anniversary celebrations throughout the world. It was indeed important not to leave things to the last moment, and work had started as soon as the Governing Body had adopted the fiftieth anniversary programme and budget. Most material except the book would be ready in 1968, and what was suggested for the 52nd (1968) Session of the Conference would be taken into account. Material would be orientated towards schools and use by young people, and anything for mass distribution would be in popular language. Member States would be able to count on the Office and thus could develop their own plans by the autumn of 1968.

27. The Chairman, in closing the sitting, expressed the hope that a definitive progress report would be put before the Governing Body at its 172nd session.

J. Môri,
Chairman.
Seventeenth Item on the Agenda: Composition and Agenda of Committees and of Various Meetings

First Paper

COMPOSITION OF STANDING BODIES AND OF EXPERT MEETINGS TO BE HELD IN 1968

1. This paper contains nominations for appointments to various I.L.O. standing bodies, and information and proposals concerning the composition of expert meetings due to be held in 1968.

1. STANDING BODIES

Panel of Consultants on Safety and Health in Agriculture

2. One of the persons appointed to the Panel by the Governing Body at its 167th Session, after consultation with the Workers’ group, was Mr. Mustapha Filali (Tunisia), who has since been appointed Director of the I.L.O. Area Office in Algiers and therefore cannot continue to serve on the Panel. The Director-General accordingly proposes, after consultation with the Workers’ group, that Mr. Filali be replaced by the following person:

Mr. Mohamed ben Hadj Amor (Tunisia), General Secretary, Workers’ and Employees’ Union, Secretariat of State for Agriculture.

3. The Governing Body is invited to appoint the person named in paragraph 2 as a member of the Panel for a period expiring in March 1971.

Panel of Consultants on Occupational Safety and Health in Building, Civil Engineering and Public Works

4. At its 164th Session the Governing Body decided to establish a Panel of Consultants on Occupational Safety and Health in Building, Civil Engineering and Public Works, composed of not more than 30 consultants. At its 164th and 167th Sessions it appointed a total of 32 consultants, of whom eight reflect the views and experience of governments, 12 of those of employers’ organisations and 12 those of workers’ organisations. Four consultants reflecting the views and experience of governments have therefore yet to be appointed.

5. The Director-General now submits the three following nominations:

Dr. Floyd Van Atta (United States), Assistant Director of the Office of Occupational Safety of the Bureau of Labor Standards;
Mr. Manuel Borrás Paris (Spain), Chief Labour Inspector in Barcelona;
Mr. Francisco Noreña Casado (Mexico), Director-General of Airports, Secretariat of State for Public Works.

6. The Governing Body is invited to appoint the persons named in paragraph 5 as members of the Panel for a period expiring on the same date as the term of office of the consultants already appointed.

7. Consultations are proceeding with a view to the nomination of the remaining consultant reflecting the views and experience of governments, and proposals will be submitted to the Governing Body in due course.

Panel of Consultants on Co-operation

8. The present members of the Panel of Consultants on Co-operation were appointed, for a five-year period, by the Governing Body at its 170th (November 1967) Session.

9. As one of the members of the Panel, Mr. B. Surridge (United Kingdom), has since retired from his post as Adviser on Co-operatives, Ministry of Overseas Development, it would appear necessary to replace him as a member of the Panel.

10. In order to replace Mr. Surridge, the Director-General proposes, after consultation with the Government of the United Kingdom, that the following person be appointed to the Panel for a period terminating in June 1971:

Mr. B. J. Youngjohns (United Kingdom), Adviser on Co-operatives, Ministry of Overseas Development.

Panel of Consultants on the Problems of Young Workers

11. Mr. J. H. Galbraith (United Kingdom) and Lt. Col. Khin Maung Lay (Burma), who were appointed by the Governing Body at its 167th Session (November 1966) as members of the Panel of Consultants on the Problems of Young Workers, have been assigned new duties, as a result of which they will no longer be able to serve on the Panel.

12. In order to replace these members, the Governing Body is invited to appoint the following persons as members of the Panel of Consultants on the Problems of Young Workers for a period expiring in December 1971:

Mr. E. A. Ferguson (United Kingdom), Chairman of the Central Youth Employment Executive and Assistant Secretary in charge of Youth Employment, Ministry of Labour;
Lt. Col. Myo Myint (Burma), Secretary, Ministry of Labour.

13. Consultations with a view to the nomination of a consultant from Iran have now been completed and the Governing Body is accordingly invited to appoint the following person as a member of the Panel of Consultants on the Problems of Young Workers for a period expiring in December 1971:

Mr. A. Hamadani (Iran), Expert on Labour Questions, Ministry of Labour.

Footnotes:

1 See Minutes of the 167th Session of the Governing Body, eighth sitting, p. 30, and Appendix XV, paras. 12-18, pp. 97-98, first supplementary note, paras. 4-7, p. 102, and second supplementary note, p. 102, and Minutes of the 167th Session of the Governing Body, eighth sitting, p. 55, and Appendix XVII, paras. 65-68, pp. 119-120.

2 See Minutes of the 167th Session of the Governing Body, eighth sitting, p. 50, and Appendix XV, paras. 12-18, pp. 97-98, first supplementary note, paras. 4-7, p. 102, and second supplementary note, p. 102, and Minutes of the 167th Session of the Governing Body, eighth sitting, p. 55, and Appendix XVII, paras. 65-68, pp. 119-120.

3 See Minutes of the 167th Session of the Governing Body, eighth sitting, p. 55, and Appendix XVII, paras. 12-18, pp. 97-98, first supplementary note, paras. 4-7, p. 102, and second supplementary note, p. 102, and Minutes of the 167th Session of the Governing Body, eighth sitting, p. 55, and Appendix XVII, paras. 65-68, pp. 119-120.

4 See Minutes of the 167th Session of the Governing Body, eighth sitting, p. 30, and Appendix XV, paras. 12-18, pp. 97-98, first supplementary note, paras. 4-7, p. 102, and second supplementary note, p. 102, and Minutes of the 167th Session of the Governing Body, eighth sitting, p. 55, and Appendix XVII, paras. 65-68, pp. 119-120.
II. EXPERT MEETINGS

Meeting of Experts on Statistics of Wages and Employee Income

14. At its 170th (November 1967) Session the Governing Body approved the terms of reference for this meeting but postponed its decision concerning the composition of the meeting until the present session.¹

15. The Director-General hopes to submit proposals on this matter before the end of the present session.²

Technical Meeting on Problems of Nomadism in the Sahelian Region of Africa

16. At its 170th (November 1967) Session the Governing Body fixed the agenda for this meeting, while postponing the decision on its composition until the present session.³

17. In making provision in the 1968 Programme and Budget for a Technical Meeting on Nomadism in the Sahelian Region of Africa, the Office bore in mind the fact that the last meeting on nomadism, which was held in Geneva in April 1964, comprised expert participants from the Near and Middle East and North Africa. The countries invited were: Algeria, Iran, Iraq, Jordan, Libya, Morocco, Saudi Arabia, Sudan, Syrian Arab Republic and the United Arab Republic. Also present at the meeting as technical consultants were experts from Tunisia and the United Arab Republic, while a third expert, who was unable to attend but submitted a paper for discussion, was from Algeria.

18. Having thus given attention to the problems of nomads in the Northern Sahara and Middle Eastern environment, and gained much technical knowledge on the nature of the problems and the means and techniques best suited to their solution, the Office considered that similar attention should now be given to the problems of the nomadic population in the Sahelian steppes, namely the areas of Africa south and east of the Sahara.

19. In proposing that the government of each of the seven countries of the region be invited to appoint national experts to participate, the Office had in mind that two participants would be appointed from each of the countries, and that they would consist of one technical expert, whose scientific knowledge would be complemented by the practical experience of another person from the same country concerned with day-to-day administration in regard to the problems of nomads. In this way a balanced contribution to the discussion in relation to each of the countries in the Sahelian region could be expected.

20. This balance of technical knowledge and practical experience in the identification and solution of the problems particular to the Sahelian region is the reason for suggesting that two participants be drawn from each of the seven countries concerned.⁴ The amount of $17,500 provided in the 1968 Programme and Budget will cover the expenses of a meeting with the composition proposed lasting 12 calendar days.

21. The Governing Body is invited to approve the composition of the meeting as proposed in paragraph 20.

Joint I.L.O./W.H.O. Committee on Occupational Health : Sixth Session

22. At its 170th (November 1967) Session the Governing Body fixed the agenda and composition of this meeting and approved the names of two of the six experts to be invited by the I.L.O.¹

23. Consultations are proceeding with a view to the nomination of the four remaining I.L.O. experts and the Director-General hopes to submit proposals to the Governing Body at its present session.²

Meeting of Experts on Programming of Pre-vocational Training Schemes

24. At its 170th (November 1967) Session the Governing Body fixed the agenda and composition of this meeting.³

25. Consultations are proceeding with a view to the nomination of participants and the Director-General will submit proposals to the Governing Body in due course.

Joint U.N./I.L.O. Meeting of Experts on Youth Services

26. At its 170th (November 1967) Session the Governing Body approved the agenda for this meeting but postponed its decision concerning the composition of the meeting in order to allow the Director-General time for further consultations.⁴

27. These consultations are under way and the Director-General will submit proposals to the Governing Body as soon as they have been completed.⁵

Meeting of Experts on Co-operation

28. The 1968 Programme and Budget provides for a Meeting of Experts on Co-operation.

29. The Director-General hopes to submit proposals concerning the agenda and composition of this meeting to the Governing Body before the end of the present session.⁶

Meeting on Conditions of Work in the Inland Water Transport Industry

30. At its 170th (November 1967) Session the Governing Body fixed the agenda of this meeting but postponed its decision concerning the composition of the meeting.⁷

31. The Director-General hopes to submit proposals to the Governing Body on this matter before the end of the present session.⁸

Joint I.L.O./F.A.O./I.M.C.O. Meeting of Consultants on Safety of Fishing Vessels

32. At its 170th (November 1967) Session the Governing Body was informed that the Director-General expected to be able to submit proposals regarding the organisation of this meeting to the Governing Body at its present session.⁹

33. The Director-General hopes to submit these proposals before the end of the present session.¹⁰

¹ See Minutes of the 170th Session of the Governing Body, seventh sitting, p. 52, and Appendix XIX, second paper, paras. 61-70, pp. 121-122.
² See below, second paper, paras. 2-7, p. 91.
⁴ See below, seventh sitting, pp. 51-52, and Appendix XIX, second paper, paras. 40-49, pp. 121-122.
⁵ See below, second paper, paras. 8-17, p. 91.
⁶ See ibid., seventh sitting, p. 51-52, and Appendix XIX, second paper, paras. 60-69, p. 122.
⁷ See ibid., paras. 27-44, p. 92-93.
⁸ See Minutes of the 170th Session of the Governing Body, seventh sitting, p. 52, and Appendix XIX, second paper, paras. 54-60, p. 122.
⁹ See below, second paper, paras. 23-26, p. 92.
¹⁰ See Minutes of the 170th Session of the Governing Body, seventh sitting, p. 52, and Appendix XIX, second paper, paras. 71, p. 123.
Joint I.L.O./W.H.O. Committee on Occupational Health: Sixth Session

1. In an earlier paper circulated under this agenda item, it was indicated, in respect of a number of meetings scheduled for 1968, that the Director-General intended to submit proposals to the Governing Body at a later stage. The present paper contains such proposals.

2. At its 170th (November 1967) Session the Governing Body fixed the agenda of this meeting and noted that the W.H.O. would invite six experts to attend. It authorised the Director-General to invite six experts, two of whom would be drawn from government circles, two from employers’ circles and two from workers’ circles. It was understood that, account being taken of the need for a balanced geographical distribution of the Committee as a whole, an endeavour would be made to select the I.L.O. experts from among the following countries: Australia or Canada, Federal Republic of Germany, India, Italy, Turkey and the U.S.S.R. It was, however, agreed that the following experts from employers’ circles would in any case be invited:

- Dr. Heinz Ehrlicher (Federal Republic of Germany), Medical Service, Farbenfabriken Bayer; member of a committee dealing with allowable concentrations of toxic substances.
- Dr. Sven Yllner (Sweden), Medical Adviser, Swedish Employers’ Confederation; consulting toxicologist, National Institute of Occupational Health.

3. The Director-General now submits the following nominations after consultation with the governments concerned:

- Dr. C. R. Harihara Iyer (India), Deputy Director, Central Labour Institute, Bombay.
- Dr. Igor V. Sanotsky (U.S.S.R.), Chief of the Toxicological Laboratory, Institute of Labour Protection, U.S.S.R. Academy of Science.

After consultation with the Workers’ group of the Governing Body the Director-General further submits the following nomination:

- Dr. E. Mastromatteo (Canada), Chief, Occupational Health Service, Parliament Buildings, Toronto.

4. The Governing Body is invited to authorise the Director-General to invite the experts named in paragraph 3 to attend the meeting.

5. Consultations are proceeding with the Workers’ group of the Governing Body with regard to the remaining expert, and the Director-General hopes to be able to submit a nomination before the end of the present session. If that is not possible, the Governing Body may wish to authorise its Officers to approve on its behalf the name of the remaining expert.

6. After consultation with the Employers’ group, the Director-General submits the following nominations for substitutes:

- Dr. U. P. Basu (India), Director, Bengal Immunity Research Institute, Calcutta.
- Dr. Kaba (Niger), Niamey.
- Dr. Thonon (Belgium), Director of the Medical Service, E. Henricot Factories, Court-St-Etienne.

7. The Governing Body may wish to authorise the Director-General, in the event of either of the experts from employers’ circles being unable to attend the meeting, to invite one of the substitutes listed in paragraph 6, after consultation with the group concerned.

8. At its 170th (November 1967) Session the Governing Body was informed that the United Nations had allocated $35,000 towards the cost of a meeting on youth service programmes to be held in 1968 and that, since the purpose of the joint meeting would overlap that of the meeting of experts on youth services for which an amount of $13,000 is provided in the 1968 Programme and Budget of the I.L.O., the Director-General had accepted the suggestion of the Secretary-General of the United Nations that the two meetings should be combined.

9. At the same session the Governing Body approved the agenda of the joint meeting but postponed its decision concerning the composition of the meeting. During the discussion it was suggested that four experts should be drawn from employers’ circles and four from workers’ circles, instead of three as proposed.

10. Following this discussion, the Director-General has consulted the United Nations on the entire matter. Having regard to the amount allocated by each organisation towards the cost of the meeting, the United Nations is willing to accept an arrangement whereby the I.L.O. would nominate 12 experts and the United Nations 20. In order to take account of the views expressed at the last session of the Governing Body, the participation of the I.L.O. might consist of four experts from government circles, four from workers’ circles and four from employers’ circles.

11. Since the meeting is to deal with the problems of youth services in developing countries, the experts nominated should be persons with direct personal experience of youth service programmes in such countries. On this basis, and having regard to the list of countries from which the United Nations intends to invite participants, it is suggested that the governments of the following countries be invited by the I.L.O. to nominate experts:

- Ceylon, Peru, Tunisia and Zambia.

12. The Governing Body is invited to approve the proposals for the composition of the I.L.O. team of experts set out in paragraphs 3 to 11.

13. Should the Governing Body approve these proposals, the Director-General would consult the Governments concerned and the Employers’ and Workers’ groups of the Governing Body with a view to securing the necessary nominations.

14. At the invitation of the Danish Government, the meeting is scheduled to be held in Holte, near Copenhagen, from 17 to 30 November 1968.

15. The Director-General would propose to the United Nations that they be responsible for all administrative arrangements for this meeting and that the accommodation, per diem and class of travel be those normally applied by the United Nations.

16. All participants will be asked to submit before 1 June 1968 papers on the youth service programmes in their countries, which will be analysed and synthesised by a team of consultants.

17. As participants will therefore have to be nominated well before 1 June 1968, 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 Statistics of Wages and Employee Income


19. The United Nations is preparing a reserve list of countries to be approached if any of the above-mentioned countries is unable to nominate a suitable expert.

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20. The Meeting of Experts on Statistics of Wages and Employee Income.
provided for in the 1968 Programme and Budget but postponed its decision concerning the composition of the meeting until the present session.1

19. The Director-General had proposed that the meeting should consist of 12 experts and that, in order to ensure proper representation of the views of employers' and workers' circles, two of the experts should 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 government circles, taking due account of the need to ensure adequate geographical representation.

20. In the light of the discussion at the last session of the Governing Body, it is now proposed that the number of experts to be appointed after consultation with the Employers' and Workers' groups respectively be increased to three, the number of experts from government circles being kept at eight.

21. The Financial and Administrative Committee is being asked to consider the financial consequences of this increase and to submit a report on the matter to the Governing Body.

22. The Governing Body is invited to fix the composition of the meeting as proposed in paragraph 20.

Meeting on Conditions of Work in the Inland Water Transport Industry

23. At its 170th (November 1967) Session the Governing Body fixed the agenda of this meeting but postponed its decision concerning the composition of the meeting.2

24. As previously indicated, the budget provision of $10,000 is based on a meeting of 12 experts. However, it is proposed, as was the case with the meetings on fishermen's questions in 1954 and 1962, to hold a tripartite meeting with the cost of attendance of the government representatives being met by the governments appointing them, and the I.L.O. paying only the travel expenses and subsistence allowances for the participants to be selected from employers' and workers' circles. This would allow for six participants each from employers' and workers' circles, as well as six government participants.

25. Consultations are proceeding with the three groups of the Governing Body. The Director-General hopes to be able to submit nominations of experts from the following 18 countries, which have a close and direct interest in inland navigation: Argentina, Austria, Brazil, Canada, Congo (Kinshasa), France, Federal Republic of Germany, Hungary, India, Netherlands, Pakistan, Poland, Switzerland, Thailand, United Arab Republic, United States, U.S.S.R. and Yugoslavia.

26. The Governing Body may wish to fix the composition of the meeting as proposed in paragraph 24 above and to decide that the participants should so far as possible be drawn from the countries mentioned in paragraph 25.

Meeting of Experts on Co-operation

27. The 1968 Programme and Budget provides for a Meeting of Experts on Co-operation as part of the Office work programme on the development of co-operative institutions. The budget credit of $24,000 will cover the expenses of a meeting of 18 experts held in Geneva for five days.

Purpose and Agenda

28. The meeting would study certain economic and social questions affecting the development of co-operative institutions, with particular reference to developing countries. It would further deal with specific matters concerning the I.L.O. operational programme in the field of co-operation.

29. It is proposed that the agenda be as follows:

1. Main types of non-conventional co-operative institutions; their role in economic and social development programmes.
2. The research and publications programmes of the I.L.O. in the field of co-operation.
3. The I.L.O. Recommendation concerning the role of co-operatives in the economic and social development of developing countries adopted by the International Labour Conference at its 50th Session (Geneva, 1966); first appraisal of the influence of the Recommendation on co-operative development.
4. Miscellaneous questions. [Under this heading the meeting would in particular be invited to study the organisation and function of the "co-operative enterprise development centres" to be established in developing countries within the framework of the U.N.D.P. Special Fund.]

Composition

30. It is proposed that the following experts be invited to attend the meeting in view of the position which they hold, or their association with, or interest in, co-operative organisations. With the exception of Mr. G. Ishengoma (Tanzania) and Mr. Jérémie Mfou'ou Obam (Cameroon), they are all members of the I.L.O. Panel of Consultants on Co-operation established by the Governing Body at its 170th (November 1967) Session.

Mr. A. L. AMER (United Arab Republic), Adviser on Co-operatives, League of Arab States.
Mr. A. C. BANDOPADHYA (India), Deputy Secretary, Department of Co-operation, Ministry of Community Development and Co-operation.
Mr. T. S. BAVIN (United Kingdom), General Secretary, International Federation of Plantation, Agricultural and Allied Workers.
Mr. M. CAPEK (Czechoslovakia), Chief, International Relations Department, Central Co-operative Council.
Mr. S. DREYER (United States), President, Co-operative League of the U.S.A.
Mr. A. HIRSCHFELD (France), Maître des Requêtes of the Conseil d'Etat, Former Chief of the Office of Co-operatives, Ministry of Agriculture.
Mr. G. ISHENGOMA (Tanzania), Commissioner for Co-operative Development.
Mr. F. L. JIMENEZ (Colombia), President, Colombian Association of Co-operatives; Director, Institute of Social Economics and Co-operation, sponsored by the Colombian Union of Workers; President, Organisation of Co-operatives of America.
Mr. V. Khorin (U.S.S.R.), Rector, Moscow Co-operative Institute.
Mr. I. LOPEZ (Philippines), President, Philippines Co-operative Administration Office.
Mr. P. A. NAZIR (Pakistan), Registrar of Co-operative Societies, East Pakistan.
Mr. Nkum Neama (Nigeria), Registrar of Co-operative Societies.
Mr. Jérémie Mfou'ou Obam (Cameroon), Director of Co-operation and Mutual Associations.
Mr. C. PEDERSEN (Denmark), Secretary-General, Central Co-operative Committee of Denmark.
Mr. G. RAKOTOMISA (Malagasy Republic), General Commissioner for Co-operative Development.
Mr. A. SALINAS FUENTE (Mexico), Chief, Organisational and Statistical Office, Confederation of Mexican Co-operatives.
Mr. S. SHUKUR (Iraq), Director, Co-operative Department.
Mr. R. VIGENS (Puerto Rico), Executive Secretary of the Organisation of Co-operatives of America.

31. It is further proposed that the Director-General be authorised, in the event of certain of the experts listed in paragraph 30 being unable to attend the meeting, to invite one or more of the following substitutes, who are...
all members of the Panel of Consultants on Co-operation, after consultation with the group or groups concerned.

Captain A. AOUCHE (Algeria), Director of Co-operative Algerian National Army.

Miss M. DIBBY (United Kingdom), Secretary, Plunkett Foundation for Co-operative Studies.

Professor A. LAIDLAW (Canada), National Secretary, Co-operative Union of Canada.

Mr. L. MAIRE (Switzerland), Director-General, Geneva Dairy Union.

Mr. L. MALFETTANI (Italy), Secretary-General, Italian Co-operative Union.

Mr. E. E. PANZONI (Argentina), Director, Institute of Co-operative Studies, National University of La Plata.

Professor P. THAYSAMONDOR (Thailand), Dean, Kasetsart University, Faculty of Economics and Co-operative Science.

Mr. N. N. UZGOREN (Turkey), Director-General, People's Bank of Turkey; President of the Governing Board, Turkish Association of Co-operatives.

Mr. D. P. VALKOV (Bulgaria), Former Vice-Minister of Agriculture; Rector, Central Training College for Co-operative Officers; Privat-docent, Higher Institute of Agriculture; Lecturer in Co-operative Organisation.

Mr. M. VUCKOVIC (Yugoslavia), Counsellor, Central Co-operative Union of the Federal People's Republic of Yugoslavia.

Mr. C. WERNER DE SOUZA (Brazil), Director, Inter-American Co-operative Financial Institute.

Mr. B. J. YOUNGJOHNS (United Kingdom), Adviser on Co-operatives, Ministry of Overseas Development.

32. It is also intended to invite the United Nations, the Food and Agriculture Organisation of the United Nations, the United Nations Educational, Scientific and Cultural Organisation, the International Co-operative Alliance and the International Federation of Agricultural Producers to be represented at the meeting.

Place and Date of the Meeting.

33. It is proposed that the meeting be held in Geneva towards the end of 1968, at a date to be determined in connection with the general programme of meetings.

34. The Governing Body is invited:

(a) to fix the agenda of the meeting as proposed in paragraph 29;

(b) to approve the composition and other arrangements for the meeting as set out in paragraphs 30, 31, 32 and 33.

Joint I.L.O./F.A.O./I.M.C.O. Meeting of Consultants on Safety of Fishing Vessels

35. The Programme and Budget for 1968 contains provision for the holding of a Joint I.L.O./F.A.O./I.M.C.O. Meeting of Consultants on Safety of Fishing Vessels to prepare a code of practice on safety on board fishing vessels. The Governing Body was informed at its last session that details in regard to the organisation of the meeting were under discussion with the other two participating organisations.

36. In the meantime an intersecretariat meeting between the three organisations has achieved agreement on a consolidated draft incorporating the technical contributions of each organisation. The purpose of the meeting of consultants is to give final consideration and approval to the draft.

Composition.

37. The budget credit of $7,000 provides for the participation of six I.L.O. consultants in a meeting in Geneva for ten days. It is understood that the other two organisations intend to appoint consultants drawn from government and independent circles, and it is therefore suggested that the I.L.O. consultants should comprise three each from employers' and workers' circles. Having regard to the plans of the two other organisations, a fair geographical distribution would be achieved if the I.L.O. consultants were to be selected from the following countries: Belgium, Japan, Netherlands, Norway, United Kingdom and United States. If this suggestion is acceptable, the Director-General will consult the groups concerned and submit the names of the I.L.O. consultants for the approval of the Governing Body at its next session. The meeting is to be held in the autumn, at a date to be agreed with the other two organisations.

38. The Governing Body may wish to approve the composition of the group of I.L.O. participants in the Joint I.L.O./F.A.O./I.M.C.O. Meeting of Consultants on Safety of Fishing Vessels, and the tentative choice of countries from which these consultants should be selected, as suggested in paragraph 37.

Third Paper

INTER-AMERICAN ADVISORY COMMITTEE:

AGENDA OF THE SECOND SESSION

I. The Director-General has included in the Programme and Budget Proposals for 1969 which he has submitted to the Governing Body at its present session provision for the holding of the Second Session of the Inter-American Advisory Committee.

2. The First Session of the Inter-American Advisory Committee was held in 1965. It will be recalled that the Committee discussed at its First Session the following subjects on its agenda: (a) manpower planning and employment policy in economic development; (b) role of social security and of the improvement of living and working conditions in the social and economic progress of the Americas; and (c) industrialisation and economic integration in Latin America: the present and potential contribution of the I.L.O. The Eighth Conference of American States Members of the I.L.O. (Ottawa, 1966) discussed the region's problems of unemployment, under-employment and manpower planning and adopted the Ottawa Plan for Human Resources Development. It also discussed the role of social security in social and economic development and adopted the Ottawa Programme of Social Security Reform.

3. The Governing Body will recall that the two resolutions which together form the Ottawa Plan for Human Resources Development call on the I.L.O. to intensify its activities with a view to helping the countries of the region to achieve higher levels of productive employment as soon as possible and to develop the skills corresponding to these higher levels. In particular, the I.L.O. was asked to formulate, at the request of the countries concerned, and to co-ordinate manpower programmes specifying targets to be attained and means of achieving them, thus placing within a common framework the research and other activities which the Organisation had been carrying out in such fields as employment policy, vocational training, organisation of the employment market, human resources planning, wage policy, productivity improvement and workers' motivation in such a way as to derive maximum benefits from the limited resources of the countries of the region and from the technical and economic aid provided by the international organisations.

4. In pursuance of these resolutions, the I.L.O. has taken a number of steps with a view to launching the Ottawa Plan. A team of specialists is being established at Santiago, on the basis of the closest co-operation with the other international agencies and regional agencies concerned, and its first task will be to initiate studies of national, sub-regional and regional studies of availabilities and requirements in the fields of employment and skills; projections of employment levels by sectors and
of education and training needs; and recommendations on objectives for employment creation and skill formation and on the means of attaining them. A study has also been launched on the implementation of the Employment Policy Convention and Recommendation, 1964, in order to determine the problems encountered in applying them and to throw light on the scope and nature of international action through which certain of these obstacles could be overcome.

5. It would appear useful and timely for the Inter-American Advisory Committee to review the progress made in implementing the Plan, to have a preliminary report on the investigations that have been undertaken and generally to consider trends in the development of the I.L.O.'s programme in the region and its desirable future orientation. It is therefore suggested that the Governing Body may wish to place the following item on the Committee's agenda for its next session: "Review of progress in the implementation of the Ottawa Plan for Human Resources Development".

6. It will be recalled that the Eighth Conference of American States Members of the I.L.O. (Ottawa, September 1966) had before it a report on remuneration and conditions of work which, however, was not discussed. It is suggested that the Governing Body may wish to place the following subject on the Committee's agenda for its next session: "Remuneration and working conditions in relation to economic development".

7. A paper on this subject prepared for the Committee would attempt to trace the evolution in recent years of the level and structure of wages in the countries of the region, paying some attention to the influence of the wage structure on economic development, and to relative wage levels in different countries at prevailing rates of exchange and the significance of differences in these from the point of view of closer economic co-operation in the region. The paper could thus serve as a background for a discussion in the Committee of certain policy questions regarding the level and structure of wages. In addition, consideration would be given to certain aspects of conditions of life and work, such as working hours, safety and health, and housing.

8. It will be recalled that at its First Session the Inter-American Advisory Committee stressed the specific responsibilities of the I.L.O. in the development of national systems of labour relations and of appropriate machinery for associating key groups in the formulation and attainment of national and regional development goals. On the basis of the Report of the Director-General which was concerned with social development in the Americas, the Eighth Conference of American States Members of the I.L.O. discussed two related topics, namely employers' and workers' organisations and labour relations as a means and expression of social participation, and participation of employers' and workers' organisations in the planning of development. However, these questions were not examined in detail by any of the Committees of the Conference nor did they give rise to any specific decision by the Conference.

9. From the point of view of over-all I.L.O. objectives, the importance of the whole problem of participation of interested groups in economic and social development cannot be over-emphasised. The resolution concerning the concept of democratic decision-making in programming and planning for economic and social development, adopted by the International Labour Conference at its 45th (1964) Session 1, requested that the consultation and participation of free and independent employers' and workers' organisations in economic forecasting, and in programming and planning for economic development and social advancement, should be safeguarded and encouraged. Furthermore, the major programme of the I.L.O. concerning the development of social institutions states as one of its main objectives "to encourage, and provide adequate opportunity for, the active participation of the interested parties, through their representative organisations, in the task of national development".

10. In the Latin American region the problem seems of particular interest and actuality. While participation in planning or programming appears to be a generally accepted principle and workers' and employers' organisations have insisted on the need for such participation, the practical implementation of this principle, even in cases in which governments have taken appropriate measures through their national labour laws or have enacted legislation providing for institutional arrangements to this effect, is far from being achieved.

II. It is therefore suggested that the Governing Body may wish to place the following item on the Committee's agenda for its next session: "The participation of employers' and workers' organisations and of other social institutions in economic and social development". The report that could be submitted for discussion under this proposed item would deal with the specific contribution which employers' and workers' organisations can make towards social and economic development as well as with the various methods of ensuring effective social participation in this field, especially through the association of employers' and workers' organisations with planning or programming but also through the participation of social institutions such as co-operatives or through other forms of participation applicable in the rural sector, where an important effort towards the modernisation of rural life is gaining momentum. These problems would be discussed within the context of the situation existing in Latin America and the Caribbean area. While the emphasis of the report would be on the problems of participation in national development policy as a result of the national development policy, due regard would also be given to the question of participation at the sub-regional and regional levels in connection with the various processes of economic integration, a question which also retained the attention of the Committee at its First Session.

12. It is therefore suggested that the Second Session of the Inter-American Advisory Committee should have an agenda consisting of three items, as follows:

1. Review of progress in the implementation of the Ottawa Plan for Human Resources Development.

2. Remuneration and working conditions in relation to economic development.

3. The participation of employers' and workers' organisations and of other social institutions in economic and social development.

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Eighteenth Item on the Agenda: International Institute for Labour Studies

Annual Report of the Institute

1. The Board of the International Institute for Labour Studies held its Eighth Session on 17 February 1968.

2. Article II, paragraph 7, of the Regulations of the Institute requires the Board to submit an annual report on the programme and work of the Institute to the Governing Body.

3. The Board considered the report submitted to it by the Director of the Institute, which is appended. Various comments on the report were made by members of the Board and will be taken into account by the Director in the further development of the Institute’s activities. The Board expressed satisfaction with the complete and frank report submitted by the Director, and several members asked that it should be distributed in suitable form not only to the members of the Governing Body but also to a wider group interested in the work of the Institute. It noted that, taking into account the Director’s statement that the new programme of promotion of labour studies was linked to the Institute’s role in education rather than to the research programme, the total programme would still give greater emphasis to education than to research. Several members of the Board expressed the view that the educational element was a minimum which should not be reduced in the years to come. The Board noted with concern that in future some seminars and symposia which had now come to be considered as part of the normal annual programme could only be organised if additional outside financing were obtained. It therefore expressed the hope that every effort would be made to obtain an increase in the fixed income of the Institute, in order to provide it with the financial stability required to enable it to continue to work towards the goals for the Institute approved by the Board in 1966.

4. The Governing Body will have before it, in a report of the Financial and Administrative Committee, the programme of the Institute for 1969, for endorsement in accordance with article II, paragraph 1, of the Regulations, and the budget of the Institute for 1969, for final approval in accordance with article II, paragraph 8, of the Regulations.

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1 See above, fifth sitting, p. 34, and seventh sitting, pp. 46-49.
Report on the Fifth Session of the Board of the Centre

I. Introduction.

1. The Board of the Centre held its Fifth Session in Geneva on 23 February 1968. It was meeting with its new composition for the first time since the amendments to the Statute of the Centre were approved by the Governing Body on 16 November 1967. The list of its members is given in Annex A.

II. The Future of the Centre.

2. The Board examined a report on the future of the Centre prepared by the Director in accordance with a decision taken by the Board at its Fourth Session. The text of the report, which sets out the programmes to be submitted to governments with a view to the financing of the Centre for a new period of four years (1969-72), is reproduced, as amended following the Board's discussion, in Annex B.

3. The Board also had before it a preliminary report on the manner in which fellows had reintegrated into their home economy after returning from the Centre and on the benefits they had gained from their training. The report was based on information received in reply to a questionnaire sent by the Centre to employers of former fellows.

4. Finally, the Board had before it the texts of agreements concluded with Cornell University and with the International Council for Scientific Management (C.I.O.S.) with the aims, respectively, of facilitating the recruitment by the Centre of highly qualified American professors, and of enabling the Centre to receive an increased number of fellows with financed fellowships. These texts appear in Annexes C and D.

5. During the discussion on the future of the Centre it was agreed first of all: (a) that the Centre should continue to analyse the needs of the developing countries in order to determine more precisely those which it can appropriately meet; (b) that model maintenance and repair lines for automotive and agricultural equipment should be set up in the Centre; (c) that the organisation of practical training outside the Centre should be reconsidered in the light of past experience; (d) that all programmes of the Centre should include instruction in labour-management relations provided with the assistance of the International Institute for Labour Studies.

6. During the general discussion, the subject of training levels was treated at length. It was agreed that the advanced training of vocational and technical training instructors should continue, as well as that of foremen, which was one of the basic elements of training at the Centre.

7. Several Government and Employer members stressed the special value of exchanges of views among managers of undertakings in industrialised countries. It was also stated that such exchanges could usefully supplement the activities of national institutions in several countries.

8. The Worker members expressed regret that difficulties of financing had prevented the Centre from achieving during its first four years some of its original aims and were causing it to abandon for the present the advanced training of skilled workers, apart from some limited activities conducted under strict control on behalf of certain countries. In order, however, to enable the Centre to continue and expand its activities in future, they agreed to support the other members of the Board in approving the goals and programmes proposed.

9. The Board was unanimous in agreeing: (a) that the Centre should continue its activities and expand them so that they should reach a satisfactory level at an early date; (b) that to do so the goal should be to have within two years an annual attendance of at least 1,500 fellows, receiving fellowships of an average duration of four months which would entail an over-all budget figure of $5 million; the Board noted that the budget figure required for the approved programmes would be $3,500,000 in 1969 and $5 million in 1970, corresponding to an annual attendance of 1,100 and 1,650 fellows respectively (it being understood that these attendance figures are rough approximations, and that a more exact estimate of the number of fellows possible at the levels of financing referred to will be given to the Board at its next session); (c) that the amount of voluntary financial contributions to the Centre should therefore be substantially increased; the Board noted that the budget levels required could be achieved provided that: governments which had already made large financial contributions to the Centre should agree to renew them (as was already ensured in the case of the Italian Government's contribution); governments which had already made smaller contributions should agree not only to continue to contribute but also to do so more substantially; other governments which had not previously contributed should decide to contribute; and support by international organisations should be strengthened and extended.

10. The Board decided unanimously: (a) to adopt the report on the future of the Centre during the next four years, with certain amendments defining in greater detail the levels of training and the content of new programmes; (b) to inform the I.L.O. Governing Body, which had established the Centre, of that decision in the present report; (c) to meet again in Geneva in May 1968 with a view to considering the steps to be taken to develop the Centre in the light of information on financing to be given by the governments and organisations concerned following their examination of the report on the future of the Centre.

III. Financial Questions.

11. The Governing Body will recall that at its 170th (November 1967) Session it had before it for purposes of consultation the Financial Regulations of the Centre and that it decided to communicate to the Board of the Centre the observations of two members of its Financial and Administrative Committee. The Board adopted the Financial Regulations amended so as to take those observations into account.
12. Having taken note of a report on the financial situation of the Centre, the Board authorised the Director, under the authority of the Chairman, to draw from the General Reserve Fund a maximum of $100,000 for the purpose of financing additional fellowships.

IV. Appointment of Members of the Advisory Board on Programmes.

13. The Board of the Centre decided to appoint the following persons to the Advisory Board on Programmes:

(a) a member to be appointed by C.I.O.S.;
(b) Mr. Walter Galenson (United States), Professor of Cornell University, appointed by the University; and
(c) Mr. Paul Bacon (France), former Minister of Labour, former Director of the Centre.

14. The Board took note of the Director's intention to submit to it at its next session proposals on the appointment to the Advisory Board on Programmes of:

(a) an expert from a university in Africa south of the Sahara; and
(b) a Canadian technical and vocational training expert.

ANNEX A

COMPOSITION OF THE BOARD
OF THE INTERNATIONAL CENTRE FOR ADVANCED TECHNICAL AND VOCATIONAL TRAINING

Chairman:
Mr. David A. Morse, Director-General of the International Labour Office.

Member Appointed by the Italian Government:
Mr. Roberto Ago, Chairman of the Governing Body of the I.L.O., Professor of International Law, Rome University.

Substitute:
Mr. Justo Giusti del Giardino, Ambassador, Permanent Representative of Italy to the United Nations Office in Geneva.

Member Appointed by the City of Turin:
Mr. Domenico Conti, City Councillor.

Members Appointed by the Governing Body of the I.L.O.:

Government Members:

Mr. George V. Haythorne (Canada), Deputy Minister of Labour, Vice-Chairman of the Board of the Centre.

Mr. Alexandre Parodi (France), Ambassador, Vice-President of the Council of State.

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

Mr. Endre Bakonyi-Sebestyn (Hungary), Ambassador, Permanent Representative of Hungary to the United Nations Office in Geneva.

Mr. Jitsuo Okabe (Japan), Counsellor, Ministry of Labour.

Mr. Ernesto de Santiago Lopez (Mexico), Permanent Representative to the United Nations Office in Geneva.


Mr. Jose Antonio Encinas del Pando (Peru), Ambassador, Permanent Representative of Peru accredited to the United Nations Office and the international organisations in Geneva.

Mr. Souleymane Sibidi (Senegal), Technical Counsellor, Office of the President of the Republic of Senegal.

Mr. J. A. E. Davies (Sierra Leone), Commissioner of Labour, Ministry of Lands, Mines and Labour.

Mr. Alan Samuel Marre, C.B. (United Kingdom), Deputy-Secretary, Ministry of Labour.

Mr. Boris Nikolaevitch Melnickov (U.S.S.R.), Director, All-Union Methodical Centre for the Organisation of Labour and Management.

Employer Members:

Mr. Carlos R. Végó Garzón (Uruguay), former Minister; former President, Uruguayan National Chamber of Commerce; President, Eucalyptus S.A.; President, Banco del Plata; Vice-Chairman of the Board of the Centre.

Mr. Henri Georget (Niger), Vice-President, Employers' Association of Mining and Industries of Niger.

Mr. Massoud Ghayour (Iran), Member of the Governing Board, Association of Metallurgical Industries, Member of the Higher Labour Council.

Mr. Edwin P. Nellans (United States), President and Chairman of the Board, Bank of Delaware, Wilmington, Delaware.

Sir George Pollock, Q.C. (United Kingdom), Senior Consultant on International Labour Matters, Confederation of British Industry.

Mr. Pierre Waline (France), Vice-Chairman of the Governing Body of the I.L.O.; Member of the Governing Board, National Council of French Employers; Professor at the Institute for Political Studies, University of Paris.

Substitutes:

Mr. Gullmar Bergenström (Sweden), Chairman of the International Council of the Danish, Finnish, Norwegian and Swedish Employers' Confederation.

Mr. Diego Gonzales Blanco (Brazil), University Professor.

Mr. Mohamed Ali Rifaat (United Arab Republic), Member of the Board of Directors, Federation of Industries.

Mr. Francesco Maria Salvi (Italy), Honorary President, National Builders' Association; Member of the Executive Board, General Confederation of Italian Industry.

Worker Members:

Mr. Rudolph Faupl (United States of America), International Representative, International Association of Machinists and Aerospace Workers; Vice-Chairman of the Board of the Centre.

Mr. Hermann Beermann (Federal Republic of Germany), Vice-President, German Confederation of Trade Unions (D.G.B.).

Mr. L. L. Borha (Nigeria), General Secretary, United Labour Congress of Nigeria.

Mr. José J. Hernandez (Philippines), General Secretary, Philippine Trade Unions Council.

Mr. Elimane M. Kane (Mauritania), Professor, Deputy Secretary-General of the Mauritanian Workers' Union; Secretary-General of the National Teachers' Union of Mauritania (S.N.E.M.).

Mr. Jean Möri (Switzerland), Secretary, Swiss Federation of Trade Unions; Vice-Chairman of the Governing Body of the International Labour Office.

Substitute:

Mr. Dionigi Coppo (Italy), Senator; Deputy General-Secretary, Italian Confederation of Workers' Unions (C.I.S.L.).

Member Appointed by the Secretary-General of the United Nations:

Mr. David Owen, Co-Administrator, United Nations Development Programme.

Substitute:

Mr. Martin Hill, Assistant Secretary-General for Inter-Agency Affairs.

Member Appointed by the Director-General of U.N.E.S.C.O.:

Mr. Pawel Szulkin, Director, Division of Upper Technical and Vocational Training.

Member Appointed by the Executive Director of U.N.I.D.O.:

Mr. Robert L. Oshins, Director, Industrial Services and Institutions Division.

Observer:

Mr. Giustino Arpesani, Ambassador, Chairman, Italian Committee for the Centre.

ANNEX B

THE FUTURE OF THE INTERNATIONAL CENTRE FOR ADVANCED TECHNICAL AND VOCATIONAL TRAINING

APPLICATION OF SCIENCE TO DEVELOPMENT

PROPOSALS BY THE DIRECTOR FOR A NEW FOUR-YEAR PERIOD (1969-72)

(As approved by the Board of the Centre)

I. The International Centre for Advanced Technical and Vocational Training is the agency of the United Nations family which is responsible for improving the knowledge of management among lower-level managers and of technical specialists. It is thus an official institution of a world character fitted to co-operate with all international organisations, and with all countries which so desire, in providing advanced training
for adults who have already had basic training and working experience.

2. As its budget consists of voluntary contributions, the Centre has to undertake training operations for which finance is not provided. The Centre’s first four-year financial period expires at the end of 1968. This is therefore the time for the Board of the Centre, interested governments and international organisations to give their opinion on the continuation and expansion of the Centre’s activities for a new four-year period (1969-72).

3. The Centre’s operations may be financed by various methods. Firstly, a complete training programme, or the participation of certain individuals in such a programme, could be paid for directly by interested governments, organisations, institutions, enterprises or private persons. This method is already being followed by the Centre in arranging programmes subsidised by such international organisations as the I.L.O., I.C.S.D., the International Atomic Energy Agency, the European Coal and Steel Community and the Intergovernmental Committee for European Migration. The Centre has also reached an agreement with the International Council for Scientific Management (C.I.O.S.) under which that organisation will help recruit participants whose training expenses will be borne by their own enterprises.

4. Another method of financing training operations would be to pay for certain courses which are available for this purpose. The United Nations Development Programme (U.N.D.P.) allocates fellowships to development projects administered by specialised agencies, and some of these fellowships are available for the Centre. The U.N.D.P. is, moreover, prepared to finance special projects, consisting entirely of study fellowships for the Centre, on condition that the governments of the countries interested request these. In addition, fellowship or cash contributions have been awarded to the Centre by U.N.R.W.A., the European Economic Community and the League of Arab States.

5. Experience has, however, shown that the sources of finance indicated above, on which the Centre has drawn and will continue to draw, are not sufficient to ensure economic operations. This is witnessed by some of the governments which took part in establishing the Centre, and by international organisations which have given cash or fellowship contributions. Important as it has been, this participation has not yet attained an adequate level. The Board of the Centre has agreed that the average annual number of fellows, at present about 500, should be increased to 1,500 (with an agreed that the average annual number of fellows, at present about 500, should be increased to 1,500 (with

6. So that governments can reach a decision with full knowledge of the facts, a general programme outline for the next four years is proposed below. In preparing it, account has been taken of experiences gained by the Centre since its inception in October 1965, as well as of the opinions expressed by a number of governments on the objectives which appear to them to be of the greatest interest.

7. Basically, the role of the Centre is to respond to the demand which exists for training of managers and technical specialists. It is for the Centre to adapt itself to the needs of governments, not for governments to adapt to the needs of the Centre. The arrangement of programmes to meet specific needs should be developed as much as possible so that the Centre keeps pace with changing requirements. But to be able to organise such programmes efficiently and quickly, and in particular to maintain a highly qualified teaching staff, the Centre will continue to hold courses of permanent interest at regular intervals. In other words the Centre will continue as in the past to present standard and permanent interest at regular intervals. In other words the teaching staff, the Centre will continue to hold courses of which appear to them to be of the greatest interest.

8. Since future programmes must take account of past experiences and fund the activities of the Centre in its first years will be given here.

Programmes of Preceding Years.

9. The Centre opened on 15 October 1965, and the period up to the spring of 1967 was therefore not included in the first years will be given here.

10. The Centre started its activities by providing programmes which would best meet those training needs that could not be met locally and which would permit both the formation of the Faculty and the assimilation of the experience needed to meet the demand. For the Centre’s training to be coherent and of value, successive estimates had to be made of the needs to be met.

11. In these two fields the Centre arranged standard courses for some 20 people at a time; they consisted of training periods at the Centre (by the permanent staff) and at enterprises outside Turin (for practical application of the knowledge acquired). It also arranged requested programmes which drew largely on the services of highly qualified visiting specialists and took various forms (courses with or without practical training outside the Centre, practical training only, seminars, symposia).

12. In the field of management development, three-month courses were given for middle- to senior-level executives. The first two, held in 1966, were of a general nature (general management; and dynamic and technical management of an enterprise). In 1967 these were replaced by courses covering a particular type of enterprise: (management of the medium-sized enterprise—three successive sessions); or specific aspects of management (management of production operations; and management of marketing operations). The following other courses for the same types of specialists were held only once: industrial drawing (three months); industrial drawing (six months); welding and sheet metal work (six months); building (six months); hotel management (six months); and hotel management (three months).

13. In the field of technological training, the following six-month standard courses were each held four times during the 1965-67 period for vocational training instructors, technicians, foremen and skilled workmen from developing countries: mechanical engineering; electricity and electronics; and automobile and diesel engineering. The following other courses for the same types of specialists were held only once: industrial drawing (three months); industrial drawing (six months); welding and sheet metal work (six months); building (six months); hotel management (six months); and hotel management (three months).

14. A three-month standard course was added for heads of national vocational training services and for directors of vocational training centres in developing countries. This course, which was a new development and the structure of which was constantly revised, was given six times altogether in 1965, 1966 and 1967. Originally entitled: "Organisation and Management of Vocational Training", its title was subsequently changed to "Management of Vocational Education".

15. Finally, seminars and symposia were arranged from November 1966 onwards at the request of international organisations and jointly with them. They lasted from one to four weeks, with participants of various levels, and dealt with the following themes: instructor and foreman training for the Middle East and certain countries (1966); higher technical education for industry (U.N.E.S.C.O.); organisation and management of training (E.C.S.C.); and the use of portable and mobile electric tools and appliances (I.L.O.).

16. As a result of these programmes, a total of 931 participants attended the Centre up to 31 December 1967. They were divided among the various courses as follows: manage-
17. A recently completed evaluation survey indicates that participants leaving the Centre have all returned to work in their home country. In general they have successfully applied the knowledge and skills acquired on their course; they have fitted back into their working environment; their pace of work, their initiative and their self-confidence have been improved.

Programmes for the Current Year.

18. The year 1968 will be a turning point. The general programme being carried out includes both old and new subjects. There is a relatively high content of new matter, some completing the range of standard courses, others making an important extension of the requested programmes.

<table>
<thead>
<tr>
<th>Type and subject-matter of course or project</th>
<th>Dates</th>
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</thead>
<tbody>
<tr>
<td>Management: Medium-sized enterprise: Executive development</td>
<td>15 January-5 April and 16 September-6 December</td>
</tr>
<tr>
<td>Management of production operations: Management of maintenance</td>
<td>22 April-12 July</td>
</tr>
<tr>
<td>Technology: Mechanical engineering: Welding and sheet metal work: Techniques in maintenance:</td>
<td>1 February-2 April</td>
</tr>
<tr>
<td>Electricity-electronics engineering: Engineered adaptation (on behalf of I.C.E.M.): Maintenance and repair of nuclear equipment (in conjunction with the International Atomic Energy Agency):</td>
<td>16 September-6 March</td>
</tr>
<tr>
<td>Management and Methodology of Training: Management of vocational education: Training methodology:</td>
<td>16 September-6 March</td>
</tr>
<tr>
<td>(a) Management:</td>
<td>15 January-5 April and 16 September-6 December</td>
</tr>
<tr>
<td>(b) Technology:</td>
<td>22 April-12 July</td>
</tr>
<tr>
<td>(c) Management and Methodology of Training:</td>
<td>22 April-12 July</td>
</tr>
<tr>
<td>(d) Seminars and symposia:</td>
<td>5-31 August</td>
</tr>
<tr>
<td>Functional literacy (U.N.E.S.C.O.):</td>
<td>27-28 September</td>
</tr>
<tr>
<td>Organisation and management of training of technicians (U.N.E.S.C.O.):</td>
<td>19-23 October</td>
</tr>
<tr>
<td>Management of small-scale industries (I.L.O.):</td>
<td>15 January-5 April and 16 September-6 December</td>
</tr>
<tr>
<td>(a)</td>
<td>22 April-12 July</td>
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<td>(b)</td>
<td>16 September-6 March</td>
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<tr>
<td>(c)</td>
<td>22 April-12 July</td>
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</table>
| 1 New programme.

Other programmes are being studied with governments, organisations and associations, but it is too early to give an exact timetable at present. It can, however, be stated that, as a follow-up to the short briefings held since April 1967 for 145 I.L.O. technical co-operation experts, extensive briefings are envisaged from the autumn of 1968. These might also be given for U.N.E.S.C.O. and bilateral co-operation experts.

Conclusions Arising.

20. The new orientation proposed by the Director is based on conclusions drawn from the Centre's activities so far, and on the comments which have been made on these activities.

21. Universal character of the Centre. In the first place, training at the Centre must be aimed at all interested countries. In this connection, the Board of the Centre has already decided to receive participants coming from highly industrialised countries, provided they can cover the cost of the operation. The Centre should thus be prepared to arrange requested programmes for such cases.

22. Concentration of training on advanced techniques. The Centre's resources do not, however, permit it to cover the whole range of training, and its international character pleases it above all to implement its programmes locally. It should therefore concentrate its own training not only upon those subjects most in demand in the current state of world technological development, but also upon those which are most economic, given its geographic situation and its financial means. Its true field is that of advanced techniques, for which traditional educational systems do not cater. This by no means excludes an extension of its activities later into the primary and tertiary sectors but, in general, the range of subject fields covered will remain within the areas already outlined.

23. In management, the Centre will continue to organise, according to needs, programmes concerned with specific aspects of management or particular types of enterprise (including co-operatives). In technology, the Centre will concentrate on the use of machinery and engines in the key sectors, abandoning such subjects as industrial drawing and building which, however, have to be taught more economically in the countries or regions concerned. On the other hand, the programme on management of vocational education will, leaving the choice of programmes on the management and methodology of training which, based on research work, will represent an original contribution by the Centre to the solution of problems connected with technical development: if the Centre is unable, by the nature of its resources, to accommodate great numbers of students, it can at least influence their training elsewhere by devising seminars and disseminating modern programmes and training methods adapted to the needs of developing countries.

24. Age of participants. In the fields thus defined, access to the Centre, an agency for advanced training, must be restricted to adults practising a profession or trade. The experience gained during a requested programme organised at the beginning of 1967 for 30 young people receiving basic training (fishing industry) confirmed that the Centre is neither designed nor equipped for the training of young workers (aged less than 21) to be a paying proposition.

25. Level of participants. Moreover, the expense and effort involved demand that participants, after having attended a course which they could not have found at home, should upon their return be able to pass on their newly acquired knowledge and skills to others. This may be a multiplier effect. This poses the question of where the levels of training at the Centre should be set. Fellows suitable for training at the Centre fall into four categories: (a) vocational level; (b) professional level; (c) technical level; and (d) vocational level. Experience has shown that training at the Centre is the most necessary and the most economical at the two middle levels.

26. Consequently, the Centre will have to apply higher standards than previously in technological training, and in principle cease to train skilled workers. It will have to restrict candidates to foremen and instructors of technical and vocational training and above all, the greatest attention will be given to the training of trainers.

27. There will, however, have to be exceptions for certain countries where backgrounds may be inadequate: special projects of an experimental nature, conducted under the most rigorous control, could be executed for the training of skilled workers if there is some concrete assurance on the part of these countries to provide it but wish to benefit from the Centre's help.

28. At the other end of the scale, the Centre should not claim to train directors at the highest level, which is a task of universities and other institutions already in existence. But it can play one highly important role, a role that has not so far been filled: directors of enterprises and economists from countries with different economic and social systems will be able to meet at the Centre to study management problems and their solution. Such exchanges of experience and methods, of viewpoints, made by men occupying high-level posts, will represent a substantial contribution to the work of international co-operation, and to give relations between member States of the International Labour Organisation.

29. Selection of participants. Given the wide diversity of fellowships entrusted to it, and the stipulations often made concerning their use, the Centre has not so far been
able to lay down a strict rule for the selection of fellows and keep to it. But to achieve the training levels defined above, and to assemble satisfactory groups of participants for each course, the Centre will now have to improve its system of selecting fellows. The aim must be to increase the number of candidates and devise more efficient selection methods. To achieve this aim, the Centre will be able to count, as in the past, on the support of the I.L.O.'s offices, and of the United Nations Resident Representatives. It is hoped in addition to obtain the support of national organisations and of the Alumni Association of the Centre. But there will have to be greater participation by the Centre's staff in the primary stage of selection.

30. Faculty. The key element of the Centre's staff is its Faculty, the constitution of which is and will continue to be a matter of priority. Substantially reinforced during the past year, it will consist of a nucleus of permanent teachers augmented by external collaborators. Its international character will be maintained and strengthened, and there will be increasing emphasis on the engagement of professionals. With it will be the experience of their subjects and of the countries to which their students belong. These objectives will be attained more easily if the financing of the Centre allows planning to be done at longer range than is at present the case.

31. Equipment. The equipment of the Centre is largely complete. For future acquisitions, the accent will be on the latest educational materials (including audio-visual aids and basic equipment for programme learning) and on the workshops prepared for the presentation of certain programmes (e.g. electronics, telecommunications). The library will have to be expanded; a clearing-house on management technology and pedagogy will be established.

32. The Centre hopes that the equipment necessary for its developmental work will be donated, as in the past, and that it will not therefore expect to seek large credits under this heading in budgets for the coming years.

33. Practical training outside the Centre. Periods of practical training (three weeks for three-month programmes, six weeks for six-month programmes) have so far been arranged in enterprises or institutions in many countries, selected according to the needs and aptitudes of individual fellows. To provide for the presentation of certain programmes, available to every participant, is undoubtedly one of the chief attractions of the training arranged by the Centre. Practical training outside the Centre will therefore be continued, but it must be more closely integrated with the rest of the training, and better controlled. Fellowships will have to take an active part in work, or in the study of a problem agreed in advance between the Centre and the enterprises which receive them; in some cases the participants will prepare a report for submission to both institutions.

34. Training programmes for the next four years will be prepared for the approval of the Board of the Centre, after consultation with the Advisory Board on Programmes, in accordance with the considerations which have already been mentioned. It will be for interested governments and organisations to make their training needs known, it is not possible to say at present exactly what form future programmes will take. The following proposals should therefore be taken only as an indication of possible developments. They will be on more specialised subjects; they could be very short, and perhaps divided into two periods so that participants do not have to leave their posts for too long at a time, or so that they can meet with make new contacts in a particular professional environment. Requested programmes will be held as demands are made and financed provided. Some may be repeated in modified form if necessary.

35. Standard courses will be held on general subjects. As in the past, they will be aimed particularly at fellows from developing countries. Their duration (three or six months) will be unchanged, and the list of courses will be reviewed every year in accordance with the demands found to exist and the available resources. Once established, each course will be given one or more times a year.

36. There will be increasing emphasis on requested programmes, which are intended to meet a specific need as expressed by one or more interested government or organisation. They will be on more specialised subjects; they could be very short, and perhaps divided into two periods so that participants do not have to leave their posts for too long at a time, or so that they can meet with make new contacts in a particular professional environment. Requested programmes will be held as demands are made and financed provided. Some may be repeated in modified form if necessary.

37. Standard courses will deal with the subjects covered in 1967 and 1968: management of the medium-sized enterprise, executive development, management of production operations, management of maintenance, management of marketing operations, management of export marketing, mechanical engineering, welding and sheet metal work, techniques in maintenance, electrical engineering, fundamentals of electronics engineering, automobile engineering, management of vocational education, training methodology.

38. The standard courses will also deal with a selection of the following new subjects. The list is not definitive and is not necessarily an indication of the exact number of courses to be given each year; this will depend directly on the over-all financial means available to the Centre.

(a) Management
Management of personnel administration services
Management of remuneration
Management of accounting services
Cost accounting
Management of finance and investment
Organisation planning
Management control
Sales management
Advertising and promotion
Management of distribution
Product design and development
Factory installation
Quality and reliability control
Materials management.

(b) Technology
Industrial electronics applications
Repair and maintenance of semi-conductor sets in telecommunications
Measurement and control engineering
Techniques of automation
Materials engineering
Internal combustion engine applications
Transmission of mechanical energy
Installation and maintenance of atmosphere control equipment.

(c) Management and methodology of training
Administration of technical and vocational education
Management of management and vocational training centres
Management of training in enterprise
Techniques in managerial, technical and vocational training.

39. As far as requested programmes are concerned, current negotiations already make it possible to envisage certain themes. Apart from subjects listed above, some of which might eventually be used for requested programmes, the following can also be mentioned:

(a) Management
Management of agricultural co-operatives
Purchasing policy and contracting
Establishment of feasibility studies for international financing
Prospects of electronic data processing in public administration and enterprise management in developing countries
Techniques in management research.

(b) Technology
Tool and die making
Repair and maintenance of farm machinery
Techniques in food canning
Other techniques concerning food industries (particularly rice milling)
Subjects to be further determined in the following fields: Fertiliser manufacture
Petrochemicals
Plastics.

(c) Management and methodology of training
Programming of employment and economic criteria for manpower planning in developing countries
Prospects of electronic data processing in training in developing countries
Programmed learning.

40. In agreement with interested countries, the Centre will hold international seminars or symposia to be attended by experienced managers from countries with different economic and social systems. Their duration (one or more weeks) will depend on the list of questions to be discussed, and partly on the availability of those taking part. Meetings will consist of teaching by a faculty, but of group working sessions. These will consider the problems and situations constantly facing managers in all highly industrialised
regions today, and the decisions which they have to take. 

1. The School of Industrial and Labor Relations at Cornell University will establish a project called "The

2. The objectives of the project will be as follows:

(a) To advise the International Centre for Advanced Technical and Vocational Training at Turin, Italy, in the

development of educational programmes for managers, government officials, trade union officials, and other leadership groups.

(b) To design and undertake research on factors affecting the

environment in which government, business, and trade union leaders operate in both developed and developing countries, and on educational approaches and methods used in the Centre's programmes.

(c) To recruit professors from the United States, including professors on sabbatical leave, to offer courses, lectures or seminars in connection with the international activities of the Cornell-Turin International Centre Programme. It is understood that the Centre will assist in providing research sites and opportunities for visiting professors in Turin, Geneva and other locations for the
development of educational programmes.

(d) To assist in the development of the International Centre for Advanced Technical and Vocational Training as an international meeting place for the exchange of knowledge and experience in the fields of organisation, administration and management.

(e) To help the International Centre to place fellows for short-term training in the United States with companies and other institutions.

3. The project will be set up within the Institute for International Industrial and Labor Relations, which is a component of the School of Industrial and Labor Relations at Cornell. The project will be governed by a faculty committee of the School, the Chairman of which will be a faculty member who will also serve as Project Director.

4. The chairman of the committee will be appointed a member of the Advisory Board on Programmes at the Turin International Centre. In this capacity, he will be expected to give general advice to the Director of the Programme and serve as a link between the School and the Centre.

5. The projects undertaken by the Cornell-Turin International Centre Programme will be agreed to in each particular case by the School and the Turin International Centre.

6. The Cornell-Turin International Centre Programme will be financed by contributions to be received by Cornell University for the purposes specified above. The Centre assumes primary responsibility for fund-raising in connection with the proposed programme.

ANNEX D

MEMORANDUM OF UNDERSTANDING BETWEEN THE INTERNATIONAL CENTRE FOR ADVANCED TECHNICAL AND VOCATIONAL TRAINING AND THE INTERNATIONAL COUNCIL FOR SCIENTIFIC MANAGEMENT

The Turin International Centre and the International Council for Scientific Management (C.I.O.S.), both being dedicated to measures that promise to increase the number of objective managers whose services are needed for the most effective utilisation of human and material resources of the world for the benefit of mankind,

agree that this need is particularly great in the developing countries, and therefore sympathetic with any and all constructive efforts to educate and train more men and women for management responsibilities in these countries.

have held discussions in Turin in the last week of November 1967, in order to consider their future co-operation to achieve the above-mentioned goals.

The Centre considers that C.I.O.S., in view of its unique position as the only international federation of national management development organisations, could help it to publicise its own efforts, and identify and recruit qualified fellows for management training.

C.I.O.S. considers that the Centre can render a unique service in educating middle and senior management personnel working in and for developing countries and has unusual facilities to do so, and is prepared to launch a promotional programme to attract men and women from industrial and commercial enterprises to attend the Centre at the expense of their employers or other private sources.

C.I.O.S. and the Centre have therefore agreed that:

1. The Centre will continue to strengthen its teaching staff with a new and increased number of competent teachers of the various aspects of management.

2. The Centre will introduce the new courses it is now planning to give in:

(a) Accounting. Lack of high standard of accounting in the developing countries inhibits effective management
and discourages capital being attracted to these enterprises.

(b) Exporting and developing other forms of foreign business. The great need of the developing countries, to balance their international accounts, is to increase their foreign exchange earnings. A programme of this nature is being planned by the Centre in co-operation with the International Trade Centre, Geneva.

3. The Centre will introduce a new course, not now being given, in finance. It is necessary for managers of enterprises in developing countries not only to read and comprehend a balance sheet but also to know about sources of capital and financing techniques through which greatly needed capital can be brought into their businesses.

4. The standard price for a management course of 12 weeks is established at $U.S.2,200 (excluding travel costs) for all fellows except those whose fees are subsidised at the discretion of the Centre.

5. The Centre will furnish promotional literature at its expense for use in the C.I.O.S. promotional effort, and cooperate in other mutually agreed ways in the promotional effort.

6. The expenses incurred by C.I.O.S. and its affiliates for each fellow nominated by C.I.O.S. and accepted by the Centre will be covered by a fixed amount of $U.S.400, to be deducted from the fee indicated in paragraph 4 above, of which a fixed amount of $U.S.100 will be credited to C.I.O.S. itself and the remaining $U.S.300 to the national affiliate of C.I.O.S.

7. The Director of the Centre will recommend that the Board of the Centre appoint a representative of C.I.O.S. to serve on the Advisory Board on Programmes of the Centre.

8. All details of the collaboration between C.I.O.S. and the Centre will be handled by a representative of C.I.O.S. appointed by its President, and the Director of the Centre. Administrative arrangements will be made between them, in order to implement this Memorandum of Understanding.

9. It is understood that all possible efforts will be made to maximise enrolment for courses starting at the Centre in September 1968.

The Director of the Centre will recommend that the Chairman of the Board of the Centre, the Director-General of the I.L.O., approve the arrangements outlined above: the representatives of C.I.O.S. will recommend the President of C.I.O.S. to take the same action. The arrangements will become operative when each party has notified the other of the required approval.

Once approved, the arrangements outlined in this Memorandum will be regularly reviewed, in the light of experience and results achieved, by the C.I.O.S. representatives and the Director of the Turin International Centre.
Appendix XX

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

I. Obituary

Mr. Harold Holt, P.C., C.H.

1. Members of the Governing Body will have learnt with deep regret of the disappearance on 27 December 1967 of Mr. Harold Edward Holt, P.C., C.H., Prime Minister of the Commonwealth of Australia.

2. In the course of his ministerial career, which began in 1939, Harold Holt twice held the portfolio of labour and national service. During his second tenure of that office, Mr. Holt attended the International Labour Conference twice, in 1953 and 1957. In the latter year he was elected President of the Conference, an office in which he displayed the qualities of diplomacy, authority and dynamism that were to secure his success to the highest political office in his country in January 1966, on the retirement of Sir Robert Menzies.

3. The Governing Body will doubtless wish the Director-General to convey its sympathy to Mr. Holt’s family and to the Australian Government.

Mr. Vincent Massey, P.C., C.H.

4. Members of the Governing Body will have learnt with deep regret of the death on 30 December 1967 of Mr. Vincent Massey, P.C., C.H., the Canadian statesman, diplomat and former Governor-General of Canada. While Canadian High Commissioner in London, Vincent Massey represented the Canadian Government at the Fifth Session of the Emergency Committee of the Governing Body, held in April 1942, at which the Committee gave the Office authority to pursue an enlarged programme of research and preparation for post-war reemployment and reconversion. At that critical juncture he reaffirmed his Government’s support for the I.L.O. and gave expression to its belief that the I.L.O., by reason of its tripartite Constitution, was peculiarly well fitted to play an important role both in the preparation for reconstruction and at the Peace Conference itself.

5. The Governing Body will doubtless wish the Director-General to convey its sympathy to Mr. Massey’s family and to the Canadian Government.

Mr. Raul Fernandes.

6. The Director-General announces with deep regret the death in Rio de Janeiro on 7 January 1968 of Mr. Raul Fernandes, a former Brazilian Foreign Minister.

7. Born in 1877, Raul Fernandes began his career as an attorney-at-law. After one term as a member of the state parliament he was elected to the Federal Congress from 1907 to 1922 and again from 1933 to 1934. He was one of the Brazilian plenipotentiaries at the Paris Peace Conference in 1919, which drew up the Versailles Treaty (including the Constitution of the I.L.O.), and was probably the last surviving delegate. He was state president in 1923, Ambassador to Belgium from 1926 to 1927, Attorney-General of Brazil from 1931 to 1932, and Minister of Foreign Affairs from 1946 to 1951.

8. Raul Fernandes attended the Third Session of the International Labour Conference in Geneva in 1921 as Brazilian Government delegate and retained throughout his life a close interest in I.L.O. affairs, notably during his service as Foreign Minister.

9. The Governing Body will doubtless wish the Director-General to convey its sympathy to Mr. Fernandes’s family and to the Brazilian Government.

Mr. José Carlos de Macedo Soares.

10. The Director-General announces with great regret the death on 29 January 1968 of Mr. José Carlos de Macedo Soares, a former Brazilian Foreign Minister and Brazilian Government representative on the Governing Body.

11. Mr. de Macedo Soares was born in 1883. A lawyer university professor of statistics and economics, businessman and politician, he was appointed Brazilian Ambassador to Belgium in 1931. In the following year he headed the Brazilian delegation to the Geneva Disarmament Conference. Elected to the Federal Congress in 1933, he became Minister of Foreign Affairs in 1934 and Minister of Justice in 1937.

12. Mr. de Macedo Soares was a Brazilian Government delegate to the 16th Session of the International Labour Conference, held in 1932, and was Brazilian Government representative on the Governing Body at its 57th, 58th and 59th Sessions, also held in 1932.

13. The Governing Body will doubtless wish the Director-General to convey its sympathy to the family of Mr. de Macedo Soares and to the Brazilian Government.

Mr. Wilfred B. Beard, O.B.E.

14. The Director-General announces with deep regret the death on 16 December 1967 in Stockport (England) of Mr. Wilfred B. Beard, former chairman of the General Council of the Trades Union Congress in the United Kingdom.

15. Mr. Beard was born in 1892 and served an apprenticeship in the skilled trade of pattern making. He became general secretary of the United Patternmakers’ Association in 1941, a member of the T.U.C. General Council in 1947 and its chairman from 1955 to 1956. He was President of the Confederation of Shipbuilding and Engineering Unions from 1958 to 1959 and served on numerous government and other committees on a wide range of subjects.

16. Mr. Beard was a familiar figure at the International Labour Conference, which he attended almost without interruption for 19 years as Workers’ adviser in the United Kingdom delegation.

17. The Governing Body will doubtless wish the Director-General to convey its sympathy to Mr. Beard’s family.

Baron Frederik Mari van Asbeck.

18. The Director-General announces with deep regret the death on 9 February 1968 of Baron Frederik Mari van Asbeck, a former member of the Committee of Experts on the Application of Conventions and Recommendations of the International Labour Organisation.

19. Born on 27 February 1889 at Nieuwediep in the Netherlands, Frederick Mari van Asbeck studied law

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1 See above, second sitting, p. 16, and fourth sitting, pp. 27-28.
before taking up the post of professor extraordinary of public international law and comparative public law at the School of Advanced Legal Studies at Jakarta (then Batavia). The extensive practical experience which he had acquired was doubtless a contributory factor to his appointment as a member of the Permanent Mandates Commission of the League of Nations.

20. His high legal qualifications and human worth led to his being summoned to high international arbitral and judicial functions: he was a member of the Permanent Court of Arbitration, chairman of the Permanent Franco-Swiss Conciliation Commission, a member of the Germano-Swiss and Germano-Dutch Commissions, a judge of the European Court of Human Rights, and a member of the Institute of International Law.

21. Baron van Asbeck was a member of the Royal Academy of Sciences of the Netherlands and professor emeritus of international law and international political history at the University of Leyden.

22. After having rendered valuable services to the International Labour Organisation before the Second World War, Professor van Asbeck was appointed to the Committee of Experts on the Application of Conventions and Recommendations in March 1947. For 17 years he gave to his Committee, the work of the Conference, and the work of the Committee, wrote a report on action taken on I.L.O. Conventions in non-metropolitan territories and furthered the effective application of some of the most important instruments for the protection of basic human rights.

23. In March 1964 Professor van Asbeck resigned from the Committee for reasons of health, without however losing his interest in its work. At the time of his resignation, the Committee paid a special tribute to the outstanding contribution which Professor van Asbeck had made by giving it the benefit of his vast experience, his sense of justice and his complete objectivity born of a scrupulous respect for facts.

24. The Governing Body will doubtless wish the Director-General to convey its sympathy to Baron van Asbeck’s family.

Mr. M. R. K. Burge.

25. The Director-General announces with deep regret the death of Mr. M. R. K. Burge, for many years Director of the I.L.O. London Correspondence Office.

26. Mr. Burge joined the staff in October 1920 after service in the British Peace Delegation and in the British and Egyptian Civil Service. At first private secretary to Mr. H. E. Butler, he was appointed Director of the London Correspondence Office in January 1924, and held that post until he resigned in June 1945.

27. During the difficult days of the Second World War, Mr. Burge was responsible for relations with the exile Governments in London in addition to his normal work. When the London Office was destroyed by bombing, he maintained a base for I.L.O. activities at his home in the country, accommodating part of the staff and equipment there for most of the war.

28. The Governing Body will doubtless wish the Director-General to convey its sympathy to Mr. Burge’s family.

II. Composition of the Governing Body

Government Group.

29. The Government of Japan has appointed as its regular representative Mr. Jitsuo Okabe, Counsellor, Ministry of Labour, in place of Mr. Aoki, and has appointed as its substitute representatives Mr. Yukiyoshi Kunogi, Counsellor, and Mr. Junichi Nakamura, Second Permanent Delegate of Japan to the international organisations in Geneva.

30. The Government of the United Arab Republic has appointed as its representative Mr. Ahmed Fahim, Labour Counsellor, Permanent Mission of the United Arab Republic in Geneva, in the place of Mr. S. B. Nour.

31. The Government of Australia has appointed as its regular representative Mr. B. C. Hill, Ambassador, Permanent Representative of Australia to the United Nations office in Geneva, in place of Sir Henry Bland, C.B.E.

III. Progress of international Labour Legislation

Ratification of Conventions.

32 and 33. [Paragraphs 32 and 33 contain information relating to ratifications of international labour Conventions and 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 29 of the Constitution).

34. The ratification of the Labour Inspection Convention, 1947 (No. 81), has been authorised by the Congo (Kinshasa).

35. [Paragraph 35 contains information relating to ratifications of the Instruments for the Amendment of the Constitution of the International Labour Organisation, 1964 (Nos. 1 and 2). This paragraph is not reproduced here; the information which it contains is published in the Official Bulletin (Geneva, I.L.O.).]

IV. Internal Administration

Communication to the Governing Body of Appointments and Promotions under Article 4.2 (d) of the Staff Regulations.

36. Article 4.2. (d) of the Staff Regulations of the International Labour Office provides as follows:

(d) Posts in the Director and Principal Officer category shall be filled by the Director-General on the basis of qualifications by transfer, promotion or appointment. Such promotions or appointments shall be reported to the Governing Body with a short statement of the qualifications of the persons so promoted or appointed.

37. The following appointments and promotion are reported to the Governing Body under the above-mentioned article:

Mr. Vladimir Velebit (Yugoslav). Appointed Chief of the Research and Planning Department, grade D, effective 1 January 1968. Born on 19 August 1907. From 1951 to 1956 was Yugoslav Ambassador to Italy and to the United Kingdom consecutively, and from 1956 to 1960 was Yugoslav Under-Secretary of State for Foreign Affairs. From October 1960 to December 1967 served as Executive Secretary of the United Nations Economic Commission for Europe. Has been associated with the I.L.O. since 1951 as member of the Board and the Advisory Committee of the International Institute for Labour Studies and since 1964 as substitute member of the Board of the International Centre for Advanced Technical and Vocational Training (Turin).

Dr. Carlos Eduardo Andrade-Marín (Ecuadorian). Appointed Chief of the Social Security Branch in the Conditions of Work and Life Department, grade D.1, effective 4 November 1967. Born on 15 June 1904. Was President of the Chamber of Deputies of the Republic of Ecuador, Mayor of Quito and Minister of Social Welfare and Labour. Also was delegate of Ecuador to the United Nations Social Commission. Served as Medical Expert (Social Security) under the Expanded Programme of Technical Assistance, from June to December 1953, December 1960 to July 1961 and August to December 1960, in the Dominican Republic, in Honduras and in Chile respectively.

Mr. Jean Baptiste Maximilien Oriet (French). Chief of the Co-operative, Rural and Related Institutions Branch of the Social Institutions Development Department, was promoted to the D.1 grade, effective
1 January 1968. Born on 25 January 1910. Before joining the I.L.O. on 30 June 1948 as Member of Section in the Co-operation and Handicrafts Service, he had been specialist and professor in rural sociology and co-operatives and had served as Deputy Inspector-General of Labour Legislation in Agriculture in the French Ministry of Agriculture. Was transferred to Istanbul on 1 January 1956 as Director of the Field Office for the Near and Middle East and promoted to the rank of Counsellor on 1 July 1957.

Appointed on 1 January 1959 as the first Director of the Field Office for Africa in Lagos. Returned to Geneva as Deputy Chief of the Co-operation and Small-Scale Industries Division on 15 December 1960 and became Chief of the Co-operative, Rural and Related Institutions Branch in 1965.

V. Publications

38. During the period since the last session of the Governing Body, apart from the issue of reports for the Conference, the following volumes have been published:

- Manpower Adjustment Programmes: II: Sweden, U.S.S.R., United States (Labour and Automation Bulletin No. 6) (in English and French)
- The Cost of Social Security (Sixth International Inquiry) (trilingual edition)
- Year Book of Labour Statistics (trilingual edition)
- How to Read a Balance Sheet (Spanish edition)
- Fighting Discrimination in Employment and Occupation (workers' education manual) (in English, French and Spanish)
- In addition, the regular issues of the International Labour Review, Legislative Series, Official Bulletin and Bulletin of Labour Statistics have been distributed.

First Supplementary Report

PROCEDURE FOR THE APPOINTMENT OF COMMITTEES BY THE CONFERENCE

1. In accordance with the proposals relating to the appointment of committees of the Conference approved by the Conference on 8 June 1959, the Governing Body, prior to every session of the Conference, is required to appoint an Appeals Board consisting of three persons selected from the Panel of five persons nominated by the Conference.

2. The five members of the Panel are at present the following:

- Mr. J. A. Barboza-Carneiro (Brazilian).
- Mr. René Cassin (French).
- Mr. H. H. Koch (Danish).
- Mr. M. K. Velldo (Indian).

3. The Governing Body is invited to appoint the following three persons to serve as the Appeals Board for the 52nd (1968) Session of the Conference:

- Mr. J. A. Barboza-Carneiro (Brazilian).
- Mr. H. H. Koch (Danish).
- Mr. M. K. Velldo (Indian).

4. The Governing Body is further invited to authorise the Director-General, in the event of any of the above-named persons being unable to serve, to convene other members of the Panel of five as necessary to ensure that the Appeals Board is duly constituted.

Second Supplementary Report

ACTIVITIES OF THE INTERNATIONAL OCCUPATIONAL SAFETY AND HEALTH INFORMATION CENTRE (C.I.S.) FROM 1 OCTOBER 1966 TO 31 DECEMBER 1967

Introduction

1. This report on the activities of the C.I.S.—the eighth of its kind—covers a period of 15 months. The reason for this is that it has appeared desirable in future to make the end of the period covered by these reports coincide with the end of the financial year of the C.I.S., which terminates on 31 December. The Governing Body will thus have before it more complete and up-to-date information on the technical, financial and other aspects of the work of the C.I.S.

2. It will be recalled that at its 170th Session (November 1967) the Governing Body approved the income and expenditure estimates of the C.I.S. for 1968.

3. Although the over-all position of the C.I.S. remained substantially unchanged in 1967, two facts deserve to be singled out: in the first place, publication of a Rumanian edition of the Occupational Safety and Health Abstracts bulletin was initiated in January 1967 by the Rumanian State Committee for Workers' Protection (see paragraph 15 below); and, in the second place, the Ninth Annual Meeting of C.I.S. National Centres, which was held at Zagreb in July 1967, assessed the results of the survey of a sample of C.I.S. subscribers undertaken in 1966 and 1967 (see paragraphs 30-60 below).

4. Detailed information on the recent activities of the C.I.S. will be found in the following paragraphs, the layout of which follows that adopted in previous reports to the Governing Body.

National Centres and C.I.S. Headquarters

5. The number of C.I.S. national centres at present stands at 33. In April 1967 the National Industrial Safety Organisation took on the role of C.I.S. National Centre in Ireland. On the other hand, the C.I.S. has had to forgo the co-operation of the Argentine Occupational Health Society.

6. In 1967, as in previous years, the C.I.S. had to contend with grave shortcomings in the work of its national centres; these delays with serious consequences for the C.I.S., which finds itself compelled to take over the work of the inactive national centres as best it can, and is thereby prevented from devoting itself fully to the tasks which its subscribers regard as most pressing (expansion of the Information Sheet programme, etc.).

7. It is necessary, of course, to be realistic and to accept the fact that the national centres—whose co-operation is voluntary and unremunerated—cannot all be expected to contribute in equal measure to the work of the C.I.S. Nevertheless, the fact that the campaign to increase the influence and effectiveness of the C.I.S. service is being waged by a small hard core of national centres is likely to give rise in the long run to a regrettable imbalance within the C.I.S.

8. With a view to remedying that situation, the C.I.S. pursued its liaison activities in 1967 to the full extent of its resources. In particular, the past year witnessed C.I.S. missions to national centres and collaborating institutions in Czechoslovakia, Denmark, Norway, Poland, Sweden and Yugoslavia. In the course

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1 See above, second sitting, p. 16.
2 For the previous report see Minutes of the 167th Session of the Governing Body, Appendix XVIII, second supplementary report, pp. 126-129.
4 The C.I.S. mission to Sweden was undertaken in response to an official invitation from the National Workers' Protection Committee, a body established and operated jointly by the Swedish Employers' Confederation and the Swedish Confederation of Trade Unions.
of those missions, the aims, methods and means of action of the C.I.S. were clarified, and the obstacles encountered were discussed very fully. In this way, certain temporary difficulties could be solved, and the improvements in the co-operation received from some national centres are already apparent.

9. An idea of the contributions made by the various countries in the form of abstracts will be gained from the following figures, which indicate the number of abstracts received from the principal national centres in the calendar year 1967 (the corresponding figures for the calendar year 1966 are shown in brackets): United Kingdom, 339 (328); France, 290 (267); United States, 289 (203); Federal Republic of Germany, 279 (242); Czechoslovakia, 107 (122); Italy, 183 (213); Australia, 105 (180); Poland 83 (35); Switzerland, 70 (55); Netherlands, 57 (55); Bulgaria, 38 (32); Belgium, 35 (25); Austria, 42 (39); Finland, 20 (7); Sweden, 18 (9); U.S.S.R., 14 (36); Norway, 13 (4); etc. During the same period, 495 (486) abstracts were produced by C.I.S. headquarters. It will be noted that many of the above-mentioned national centres made a substantial effort to increase their production of C.I.S. abstracts. Needless to say, however, the value of the contribution of national centres cannot be judged purely from the number of abstracts received; the quality of the work done is equally as important—perhaps, indeed, even more so.

10. The Ninth Annual Meeting of C.I.S. National Centres was held in Zagreb (Yugoslavia) on 4 and 5 July 1967, within the framework of the Fifth World Congress on the Prevention of Occupational Accidents and Diseases. The 29 participants included representatives of the national centres of Australia, Austria, Belgium, Bulgaria, Czechoslovakia, France, Italy, Netherlands, Norway, Rumania, Spain, Switzerland, the U.S.S.R., the United Kingdom and Yugoslavia, and also representatives of the World Health Organisation, the European Coal and Steel Community, and the International Labour Office.

11. Most of the meeting was devoted to consideration of the results of the survey of a sample of C.I.S. subscribers carried out by certain national centres in their respective countries; the conclusions drawn from this survey are set out in paragraphs 30-60 of this report.

I.L.O. Contribution

12. The contribution in kind received by the C.I.S. from the I.L.O. in 1967 amounted to $125,300, representing the cost of the staff and services made available to the Office (salaries and related costs); co-operation of the administrative and financial services of the Office; premises, heating, lighting, maintenance, etc.). As in previous years, this contribution in kind was supplemented by a cash contribution amounting to $40,000. The aggregate I.L.O. contribution for 1967 thus represented about 63 per cent. of the total resources of the C.I.S.

Support of International Organisations

13. In 1967 the C.I.S. received once again a grant from the European Coal and Steel Community (€12,000) and a contribution from the World Health Organisation (€4,000, consisting of €3,000 in the form of a cash contribution and €1,000 in the form of subscriptions made available by W.H.O. to developing countries). These two organisations also continued to provide valuable technical assistance to the C.I.S.

C.I.S. Services

14. In 1967 the C.I.S. received 2,689 abstracts (2,420 in 1966) and distributed 2,160 (2,160) abstract cards in three languages (English, French and German). A similar service was provided in 1967 by the Italian National Accident Prevention Institute (E.N.P.I.L.), the C.I.S. national centre for Italy. At the end of 1967 the total number of cards issued by the C.I.S. since its establishment in 1960 stood at 16,531.

15. The Occupational Safety and Health Abstracts bulletin continued to appear at monthly intervals in English and French. Under the terms of an agreement with the French National Safety Institute (I.N.S.) in Paris—the C.I.S. national centre for France—4,500 copies of the bulletin are distributed in France under the joint aegis of C.I.S. and I.N.S. In addition, the Rumanian State Committee for Workers' Protection—the C.I.S. national centre in Rumania—requested and obtained the exclusive translation and reproduction rights in Rumanian of the bulletin, with effect from 1 January 1967; the Rumanian edition was printed in 3,000 copies in 1967, and it is planned to increase its circulation to 5,000 copies in 1968.

16. In April 1967 the C.I.S. published the seventh edition of its Alphabetical Chain Index. This is a cumulative alphabetical index covering all the subjects in which the C.I.S. is interested, and the Alphabetical Chain Index is an indispensable aid to speedy and exhaustive information retrieval.

17. For the first time, the 1960-1966 edition of the Alphabetical Chain Index was set up in three languages using an automatic punch tape and card typewriter acquired by the C.I.S. in 1966. Introduction of this new technique has resulted in substantial savings in manpower and printing costs, and has enabled publication of the Alphabetical Chain Index to be substantially speeded up. Thus the C.I.S. was enabled, for the first time, to issue in September 1967 a supplement to the Index, covering C.I.S. abstracts issued between January and June 1967.

18. The work of up-dating the 1960-1966 cumulative edition of the Alphabetical Chain Index has already reached an advanced stage, and in 1967 the C.I.S. hopes to be in a position as from 1968 to produce at quarterly intervals partial cumulative supplements (each supplement cancelling and replacing the preceding one). At the beginning of each year a new cumulative edition of the Index will be published and will replace the previous cumulative edition and the three supplements published in the previous year. In this way, users of the C.I.S. card index will be provided with a more up-to-date working tool; the task of information retrieval will be greatly simplified, as the value of the C.I.S. card index considerably enhanced, thereby.

19. Three new C.I.S. Information Sheets, entitled "Automation and Occupational Health", "Safety in the Construction of Reinforced-Concrete Floors", and "Human Factors and Safety", were published in 1967. The first two are reproduced from material in Italian and German, while the third is an abridged version of an extensive study undertaken by a group of research workers on the initiative of the High Authority of the European Coal and Steel Community.

20. In 1967 the C.I.S. resumed publication of the C.I.S. Bibliographies. Three new bibliographies were prepared and distributed on a large scale on the occasion of the Fifth World Congress on the Prevention of Occupational Accidents and Diseases (Zagreb, July 1967); they were respectively devoted to the three main themes of the Congress, namely "Prevention of Occupational Accidents and Diseases in Agriculture", "Automation and Prevention", and "Methods of Promoting Safe Behaviour".

21. The number of requests for photocopies and microfilms referred to the C.I.S. by its national centres and subscribers remained at a high level, substantially exceeding the previous year's figures. With a view to speeding up its service to subscribers in these respects, and at the same time solving the increasingly serious problem of storage, the C.I.S. actively pursued in 1967 its studies of techniques of transferring on to microcards, for storage and
reproduction, the bulk of the documents in its possession, which continues to increase steadily. This study is practically concluded, and the results will shortly be communicated to the national centres with a view to exploring the most economic solution, taking into account the various factors involved.

Subscriptions

22. The number of C.I.S. subscribers stood at 1,155 on 31 December 1967, compared to 1,130 on 31 December 1966. In order to obtain a complete picture of the C.I.S. circulation, the 1,575 subscribers to the Italian edition of the abstract cards, the 4,500 recipients of the abstract bulletin distributed in France by I.N.S., and the 3,000 recipients of the Rumanian edition of the bulletin should be added. If these special arrangements are taken into account, it will be seen that the information published monthly by the C.I.S. goes out directly to slightly more than 10,000 users (undertakings, institutions and private individuals).

23. At the end of 1967 the geographical distribution of the 1,155 subscriptions serviced directly from Geneva was as follows: France, 163; Federal Republic of Germany, 138; United Kingdom, 95; United States 82; Belgium, 59; Australia, 51; Spain, 46; Netherlands, 43; Switzerland, 36; India, 35; Japan, 25; Yugoslavia, 25; Canada, 23; Sweden, 21; Czechoslovakia, 21; United Arab Republic, 19; Israel, 19; Norway, 19; etc.

24. The positive trend, noted in the previous report, towards the stabilisation of renewals of subscriptions by subscribers of long standing continued in 1967, the number of subscriptions not renewed in 1967 amounting to 135, compared to 150 in 1966, 189 in 1965, 216 in 1964 and 289 in 1963.

25. On 31 December 1967, the number of subscribers to each of the services available was as follows: "full" subscriptions (cards and bulletin), 882; "bulletin" subscriptions, 254; "extra bulletin" subscriptions, 19. The breakdown of subscriptions by C.I.S. working language was as follows: English edition, 581 (50 per cent.); French edition, 351 (30 per cent.); German edition, 231 (20 per cent.).

Financial Situation

26. On 31 December 1967 the annual extra-budgetary income of the C.I.S. (from subscriptions, outside grants, balance carried over from the previous year, etc.) amounted to approximately $157,000 (provisional figure). Despite the regular increase in staff, printing and overhead costs, extra-budgetary expenditure was held to $138,000 approximately (provisional figure) in 1967, thanks to careful management of resources and to the rationalisation measures taken in the course of the year.

27. The breakdown of C.I.S. income and expenditure is as follows: (a) subscriptions, $138,000; (b) expenditure, estimated at nearly $263,000 for 1967, is expected to reach slightly more than $275,000 in 1968.

28. In the matter of propaganda, attention must be drawn to the action which has been taken on the initiative of the French National Centre (I.N.S.). That Centre has drafted and published an advertising folder devoted entirely to the C.I.S. and its services, for use within the framework of a new promotional campaign in France. Drawing on that example, C.I.S. headquarters have had an advertising brochure printed in English, French and German; this has been made available to national centres for use in their efforts to make the C.I.S. more widely known in their respective countries. For its part, the C.I.S. is naturally availalng itself of every opportunity to back up and round off their action towards that end.

29. Thus, for example, the C.I.S. was represented at the exhibition arranged at Zagreb in connection with the Fifth World Congress on the Prevention of Occupational Accidents and Diseases, and at "Europrotection", an international occupational safety and health exhibition held at Paris in May 1967.


(a) Scope of Survey

30. In January 1966 C.I.S. headquarters sent national centres a circular containing instructions on the conduct of the survey, and sets of standard forms on which the replies of subscribers selected for interviewing were to be entered. In passing, it should be noted that the survey was originally decided upon at the Seventh Meeting of National Centres (Luxembourg, 1965), following a proposal made in 1964 by the representative of the Australian National Centre.

31. By the end of March 1967, C.I.S. headquarters were in possession of data collected by 14 national centres (Australia, Belgium, Canada (two centres), Czechoslovakia, France, Italy, Netherlands, Philippines, Spain, Sweden, Switzerland and the United Kingdom). The information covered a total of 330 subscribers, representing 13.1 per cent. of the C.I.S. circulation in the 13 countries concerned, and 10.7 per cent. of all C.I.S. subscribers at the date of the survey (excluding the 4,500 subscribers to the French edition of the Occupational Safety and Health Abstracts bulletin).

32. The breakdown of the subscribers surveyed is as follows: industrial undertakings, 65.5 per cent.; semi-public or private safety and health organisations, 13.9 per cent.; public administrations, 13.6 per cent.; semi-public or private research organisations, 0.9 per cent.; libraries, 0.6 per cent.; miscellaneous (training centres, employers' or workers' organisations, etc.), 5.5 per cent.

(b) Receipt and Sorting of Cards.

33. As to the capacity or position of the persons receiving the C.I.S. cards, the replies indicate that the majority of them are either safety officers or technicians; next come information staff or librarians, followed by a substantial proportion of managers and secretaries. Industrial physicians were only rarely cited as the initial recipients of the cards.

34. In the great majority of cases (74 per cent.), the cards were sorted on arrival by one person; only 24 per cent. of subscribers divided their cards into special subject groups.

35. It was also noted that 87 per cent. of subscribers kept all the cards received on file, while 16 per cent. made a practice of immediately discarding cards which were of no interest to them.

(c) Use Made of the Card Index.

36. All subscribers to the card service also receive a copy of the Occupational Safety and Health Abstracts bulletin; 41 per cent. of the subscribers pointed out that the bulletin was circulated to interested departments, and the survey drew the attention of subscribers not yet doing so to this possibility.

37. In the case of 58 per cent. of the subscribers, the technical staff had easy access to the card index, and were kept informed of the arrival of new card series.

38. More than half (51 per cent.) of the subscribers interviewed used the card index fairly regularly, while 46 per cent. admitted that they used it infrequently. The remaining 3 per cent. either did not use it at all or never replied to the question.

39. The breakdown of categories of persons using the C.I.S. card index in the undertakings or administrations consulted was as follows: research workers, technicians,
engineers, chemists, toxicologists, architects: 39.1 per cent.; managers, industrialists: 15.4 per cent.; safety departments, safety engineers: 75 per cent.; medical services, medical officers: 10.9 per cent.; teaching and university personnel: 4.3 per cent.; foremen, heads of departments, personnel departments: 3.4 per cent.; trade unionists: 3.2 per cent.; inspectors: 2.3 per cent.; librarians, information staff: 1.6 per cent.; miscellaneous (technical editors, lawyers, new officials) and no reply: 4.8 per cent.

40. The card index was consulted mainly by personal search (48 per cent.), although telephone inquiries, internal memoranda, or a combination of all three approaches, were also resorted to.

41. The purposes for which the cards were most frequently consulted were: general information (38 per cent.); practical safety and health measures (26 per cent.); information on special problems (9 per cent.); information on statutory provisions (5 per cent.); etc.

42. As to the general quality of the service, 81 per cent. of subscribers considered that the C.I.S. card index covered the range of subjects required of it reasonably well, while 19 per cent. thought that coverage could be improved.

43. Seventy-six per cent. of subscribers made a habit of asking their national centres for an opportunity of consulting originals when they found the information given on the card inadequate.

44. Only 23 per cent. of the subscribers approached took steps of any kind (personal contact, systematic information, circulation of bulletin or of selected C.I.S. cards, meetings, periodical reminders) to encourage members of their staff who did not consult the card index to use it. The national centres agreed that this state of affairs called for action on their part to stimulate the dissemination of the C.I.S. service.

45. More than half of the C.I.S. subscribers—i.e. some 1,600 subscribers, if the results of the survey are extrapolated to cover the entire C.I.S. circulation—annually order about ten documents brought to their knowledge by the C.I.S. service. Moreover, one-fifth of the subscribers ordered some 50 documents annually; thus the total number of documents ordered in a year amounts to over 50,000.

46. It was found that most subscribers (63 per cent.) ordered documents from their national centres, while others relied in a varying degree on the services of booksellers, publishers of periodicals and magazines, C.I.S. headquarters in Geneva, libraries or other national centres.

47. The majority of subscribers (70 per cent.) prefer to receive documents in the form of photostats. Fifteen per cent. preferred cuttings of the originals and 5 per cent. preferred microfilms.

48. Most subscribers thought that the time required to obtain documents was reasonable and took the factors accounting for inevitable delays into consideration.

49. It should be noted that every subscriber to the card service receives two additional documents, the C.I.S. Classification and the Alphabetical Chain Index, to assist him in using the card index and retrieving information.

50. Several subscribers took advantage of the questions concerning the C.I.S. Classification to praise this classification system, which was devised by the C.I.S. especially for occupational safety and health documentation. Fifty-six per cent. of the subscribers said that they used the C.I.S. Classification for information retrieval. Of the 42 per cent. who said that they did not do so, 20 per cent. used their own classification systems and 6 per cent. used the Universal Decimal Classification (U.D.C.).

51. Regardless of the method of classification used, 76 per cent. of the subscribers said that they experienced no particular difficulty in retrieving information from the C.I.S. card index.

52. The Alphabetical Chain Index was used by 72 per cent. of the subscribers approached.

(f) Other Services (Information Sheets, Bibliographies, etc.).

53. A substantial majority (74 per cent.) of subscribers expressed a wish to receive more Information Sheets at more frequent intervals, while half of the subscribers said that they would like to receive more C.I.S. Bibliographies on specific subjects.

54. The volume of Proceedings of the International Symposium on Electrical Accidents, organised jointly in Paris in 1962 by the C.I.S., the French National Safety Institute (I.N.S.) and the French Electricity Board, was especially appreciated by 63 per cent. of the subscribers interviewed, and even led some subscribers to overhaul their electrical installations.

(g) Quality of the C.I.S. Service.

55. Eighty-four per cent. of the subscribers considered that the card index adequately covered the branches of activity of concern to them, while 13 per cent. expressed the opposite view. Seventy-one per cent. of the subscribers regarded the coverage as well balanced, but 18 per cent. felt that some sectors were givenprivileged treatment, and 20 per cent. thought that some countries were under-represented or over-represented in the card index.

56. Most of the subscribers considered that in general the C.I.S. abstracts faithfully reflected the original documents.

57. Although practically all (97 per cent.) of the subscribers knew the address and telephone number of the national centre, most of them lacked the time to collaborate with the centre by drawing its attention to studies or documents of interest to the C.I.S.

(h) Subscribers' Suggestions.

58. Among the many suggestions made by the subscribers interviewed, reference should be made to proposals that the national centres should hold meetings of subscribers, step up publicity on behalf of the C.I.S. services, and find a way of making translations of the most interesting documents available to subscribers.

(i) Interviewers' Comments.

59. Interviewers from the national centres were requested to indicate to the C.I.S. any comments on the interview which they felt might help to clarify statements made by subscribers, or to improve the service. In that context, the interviewers found that 72 per cent. of the subscribers were convinced of the usefulness of the C.I.S. services and appreciated having at their disposal an international clearing-house for the exchange of information and experience in the field of occupational safety and health.

60. In many cases, the survey provided an opportunity of showing subscribers how they could use the C.I.S. card index more efficiently and usefully. The interviewers noted that personnel changes and lack of time and space often prevented full use being made of the card index. Finally, most of the interviewers stressed the need to expand the Information Sheet programme.
Conclusions.

61. The survey undertaken in 1966 and 1967 had the immediate effect of stimulating liaison between the national centres and their subscribers, many of whom expressed their appreciation of the interest thus shown in their requirements. In no case did it trigger off a chain reaction of cancellations, as some national centres had feared. On the contrary, some subscribers who had cancelled their subscriptions renewed them as a result of the interviewer's visit.

62. One of the aims of the survey was to discover the main reasons why subscriptions were cancelled. Despite the fact that in some cases the interviewer did not try to elucidate the real reason for the cancellation, some general trends are apparent. The most predominant reason is the lack of time for filing and retrieving the cards; the second in importance being the failure of the person keeping the card index, on relinquishing his post, to give his successor the necessary instructions. Other reasons adduced include the large number of cards involved, the extreme specialisation of the subscriber (who does not find enough information on his own subject in the C.I.S. service), and lack of interest in safety and health information. Price considerations came lowest on the list, only two subscribers having stated that the subscription rate was too expensive.

63. In general, the survey indicated a genuine interest in the services provided by the C.I.S. This can only encourage the C.I.S. and its national centres to persevere in their efforts and to devise new or improved procedures so that more complete information can be supplied more quickly to all those whose task it is to safeguard man from the hazards of his work. In coming years the C.I.S. will have to take stock of the justified criticisms which have been made and strive to improve its service to its subscribers. Nevertheless, in its capacity as a mutual service, the C.I.S. does not find enough information on its own subject in its services provided by the C.I.S. This can only quickly to all those whose task it is to safeguard man so that more complete information can be supplied more in their efforts and to devise new or improved procedures for that reason.

Third Supplementary Report

Publication of a Code of Practice relating to Safety and Health in Forestry Work

[At its second sitting the Governing Body decided to postpone consideration of the third supplementary report until its next meeting. The report is accordingly not reproduced here.]

Fourth Supplementary Report

Appointment of Deputy Director-General

1. The Governing Body will recall that the Programme and Budget for 1966 provides for a post and resources for a third Deputy Director-General, to be designated from among the present Assistant Directors-General, who would be in charge of the Field Department and who would be responsible for the over-all management of field operations and of the decentralisation of the Office.

2. Article 4.2(b) of the Staff Regulations provides that:

Appointments to posts of Deputy Director-General, Assistant Director-General and Treasurer and Financial Comptroller shall be made by the Director-General after consultation with the Officers of the Governing Body.

3. Article 4.6(b) of the Staff Regulations provides that:

The Deputy Directors-General, Assistant Directors-General and the Treasurer and Financial Comptroller shall be appointed for periods not exceeding five years. The appointments may be renewed indefinitely. No single extension shall exceed five years.

4. After having duly consulted the Officers of the Governing Body, the Director-General has decided to appoint Mr. Francis Blanchard as Deputy Director-General for a period of five years as from 1 March 1968.

5. This decision is communicated to the Governing Body for its information. A note indicating the qualifications and previous activities of Mr. Blanchard is appended.

ANNEX

Note Indicating the Qualifications and Previous Activities of Mr. Francis Blanchard

Mr. Francis Blanchard was born in 1916 in Paris and graduated in 1938 from the "Ecole des Sciences Politiques" and the Faculty of Law at the University of Paris.

Until 1947 he was an official in the French Ministry of the Interior and was then detached to the International Refugee Organisation as Director of the Co-ordination and Liaison Services.

He joined the I.L.O. in 1951 as Deputy Chief of the Manpower Division, becoming Chief of that Division in 1955. In 1956 he was appointed Assistant Director-General of the I.L.O., and following the reorganisation of the Office in 1958 has been Chief of the Field Department. In that capacity he is responsible for the management of the I.L.O.'s activities in the field and for the implementation of the I.L.O.'s policy of decentralisation.

Fifth Supplementary Report

1. At its 59th (1966) Session the International Labour Conference adopted a resolution concerning the contribution of the I.L.O. to the International Year for Human Rights in Pursuance of the Appeals of the International Labour Conference. The resolution was as follows:

At its 167th Session (November 1966) the Governing Body authorised the Director-General to communicate this resolution to governments, drawing their special attention to the appeal to ratify the international labour conventions concerning human rights not yet ratified by them.

2. At its 51st (1967) Session the Conference adopted a resolution concerning the ratification of the International Labour Conventions concerning Human Rights in Pursuance of the Appeals of the International Labour Conference. The resolution was as follows:

The Conference has taken note of the recommendations of the Committee on Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and to the effective application of the standards contained in this instrument.

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1 See above, fourth sitting, p. 27.
2 See above, fourth sitting, p. 27.
4 See Minutes of the 170th Session of the Governing Body, fourth sitting, p. 21, and Appendix III, paras. 4-13, pp. 66-67.
3. The purpose of the present note is to sum up the additional information concerning human rights Conventions received from several governments since the previous progress report was submitted to the Governing Body at its 170th Session (November 1967). A table indicating several cases where ratification of the relevant Conventions has been proposed to the legislative authorities or already approved by them is appended.

4. Four member States recently communicated the following ratifications: Cyprus — Convention No. 111; Nicaragua — Conventions Nos. 85, 98, 100, 105 and 111; Senegal — Convention No. 111; and Spain — Conventions Nos. 100, 105 and 111. As a result the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), has now been ratified by 76 member States, the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), by 83 member States, the Equal Remuneration Convention, 1951 (No. 100), by 60 member States, the Abolition of Forced Labour Convention, 1957 (No. 105), by 79 member States and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), by 64 member States.

5. In addition, the Government of Ethiopia stated in its report on forced labour, submitted in accordance with article 19 of the I.L.O. Constitution, that Conventions Nos. 29 and 105 will be considered by the competent authorities with a view to ratification, and the Government of Kuwait supplied similar information in respect of Convention No. 29. According to the United Nations "Newsletter" for the International Year for Human Rights (No. 2, October 1967), the Government of New Zealand has decided to undertake a review of its attitude to those human rights Conventions which New Zealand has not yet ratified.

ANNEX

LIST OF CASES WHERE RATIFICATION OF THE INTERNATIONAL LABOUR CONVENTIONS CONCERNING HUMAN RIGHTS HAS BEEN PROPOSED TO LEGISLATIVE AUTHORITIES OR APPROVED BY THEM

<table>
<thead>
<tr>
<th>Country</th>
<th>Conventions No.</th>
<th>Ratifications</th>
<th>Proposed</th>
<th>Approved</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bolivia</td>
<td>111</td>
<td>1964</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brazil</td>
<td>87</td>
<td>1967</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Colombia</td>
<td>29, 111</td>
<td>1967</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Haiti</td>
<td>98</td>
<td>1965</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Italy</td>
<td>111, 87, 111</td>
<td>1963</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lebanon</td>
<td>100</td>
<td>1965</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Peru</td>
<td>111</td>
<td>1966</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Sixth Supplementary Report

PARTICIPATION OF NON-METROPOLITAN TERRITORIES AS OBSERVERS IN THE 52ND (1968) SESSION OF THE INTERNATIONAL LABOUR CONFERENCE

1. At its 124th Session the Governing Body decided that, on the recommendation of the responsible member State, non-metropolitan territories might be invited to participate by means of tripartite observer delegations in sessions of the International Labour Conference.

2. The Director-General has been asked by the United Kingdom Government to submit a request to the Governing Body that Grenada and St. Lucia be invited to send tripartite observer delegations to the 52nd Session of the Conference.

3. The Governing Body is accordingly requested to agree that Grenada and St. Lucia should be invited, through the United Kingdom Government, to send tripartite observer delegations to the 52nd Session of the International Labour Conference.

Seventh Supplementary Report

REPORT OF THE OFFICERS OF THE GOVERNING BODY

Requests by International Non-Governmental Organisations to Be Represented by Observers at the 52nd (1968) Session of the International Labour Conference

1. Under the Constitution of the Organisation and the Standing Orders of the Conference, non-governmental international organisations other than those with which consultative relationships have been established may be invited by the Governing Body (or the Conference) to be represented at the Conference in so far as attendance at the plenary sittings is concerned, while the invitation of such organisations to be represented on committees appointed by the Conference remains a matter for the Conference itself.

2. The Director-General has received requests from the following organisations (all of which fall into the above-mentioned category) for invitations to be represented at the 52nd Session of the Conference by observers in connection with the agenda items stated:

(a) Item I: Report of the Director-General.
International Confederation of Executive Staffs International Metalworkers' Federation

(b) Item IV: Improvement of Conditions of Life and Work of Tenants, Sharecroppers and Similar Categories of Agricultural Workers.
International Confederation of Executive Staffs

(c) Item V: Labour Inspection in Agriculture.
International Confederation of Executive Staffs Organisation of Employers' Federations and Employers in Developing Countries

(d) Item VI: Revision of Conventions Nos. 24 and 25 concerning Sickness Insurance.
International Confederation of Executive Staffs

3. 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 invite the following organisations to be represented by observers at the 52nd (1968) 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 express an interest:

International Confederation of Executive Staffs International Metalworkers' Federation Organisation of Employers' Federations and Employers in Developing Countries

Request by an International Non-Governmental Organisation to Be Represented by Observers at the Second European Regional Conference

4. The Director-General has received a request from the International Council of Women, an organisation on the I.L.O. Special List of Non-Governmental Organisations, to be represented by observers at the Second European Regional Conference, to be held in Geneva in December 1968.

5. Having satisfied themselves that the organisation in question has an interest in the work of the Second European Regional Conference, the Officers unanimously recommend to the Governing Body that it should invite the International Council of Women to be represented by observers at the Second European Regional Conference.

Note:
1 See above, fourth sitting, p. 27.
2 See Minutes of the 124th Session of the Governing Body, fourth sitting, pp. 35-39, and Appendix VI, p. 86.
Request for Regional Consultative Status

6. At its 170th Session the Governing Body was informed that the Director-General had received an application for the grant of regional consultative status from the Caribbean Employers' Confederation. The applicant organisation has supplied the necessary particulars and documentation in support of its request.

7. It will be recalled that regional consultative status for non-governmental organisations was established by the Governing Body at its 160th Session (November 1964).  

8. The Officers, having satisfied themselves that this organisation is broadly representative of interests concerned with a wide range of I.L.O. activities in the American region and is active there, unanimously recommend the Governing Body to grant regional consultative status in respect of the American region to the Caribbean Employers' Confederation.

9. Brief particulars of the organisation in question are appended to this paper.

ANNEX

Brief Particulars Concerning the Caribbean Employers' Confederation

The Caribbean Employers' Confederation was set up in 1960 as a regional body comprising autonomous employers' organisations in Bermuda and 11 English-speaking Caribbean countries and territories, viz: Antigua, Barbados, Guyana, British Honduras, Dominica, Grenada, Jamaica, St. Kitts, St. Lucia, St. Vincent and Trinidad and Tobago.

The officers are:
- President: Mr. C. V. Pereira (Trinidad and Tobago);
- Vice-President: Mr. L. Ashenheim (Jamaica);
- Secretary: Mr. J. A. Brady (Trinidad and Tobago).

The objects of the Confederation are to promote the interests of employers in the Caribbean in their relations with their workpeople, to provide for consultation between employers' organisations, to ascertain their views on matters of common concern and represent them to government bodies, trade union organisations, etc., and to assemble and make available legislation relevant to its activities, and data on wage structures and conditions of employment.

Membership is open to employers' organisations in the Caribbean which deal with relations between employers and workers in trade, industry or agriculture.

Representatives of three of the member associations of the Confederation were included in their respective national delegations to the Eighth Conference of American States Members of the I.L.O. (Ottawa, September 1966).

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1 See Minutes of the 160th Session of the Governing Body, eighth sitting, p. 51, and Appendix XX, fifth supplementary report, paras. 9-18, pp. 146-147.
APPENDIX XXI

Twenty-first Item on the Agenda: Programme of Meetings

1. At its 170th Session (November 1967) the Governing Body approved a programme of meetings for 1968.
2. This programme provided tentatively for the Sixth Session of the Joint I.L.O./W.H.O. Committee on Occupational Health to be held in Geneva for eight days in May. After further consultations with the W.H.O., it is now proposed that the meeting be held from 4 to 10 June, the facilities for the meeting being provided on this occasion by the W.H.O.
3. No other changes are suggested in the programme previously approved by the Governing Body.\(^1\)

\(^1\) See above, fifth sitting, p. 33.

APPENDIX XXII

Twenty-second Item on the Agenda: Appointment of Governing Body Representatives on Various Bodies

Textiles Committee
(Eighth Session, Geneva, 29 April-10 May 1968)

1. The Governing Body is requested to appoint a tripartite delegation to represent it at the Eighth Session of the Textiles Committee (Geneva, 29 April-10 May 1968). It will also be necessary to appoint a chairman for this meeting.

2. Provision exists in the 1968 Programme and Budget for a Governing Body delegation of three members.

APPENDIX XXIII

Twenty-third Item on the Agenda: Date and Place of the 172nd Session of the Governing Body

1. In the general programme of meetings approved by the Governing Body at its 170th Session, the 172nd Session of the Governing Body, including meetings of its committees, is scheduled to be held from 24 May to 1 June 1968.
2. In the meantime, however, the Governing Body has approved the recommendations of the Working Party on the Programme and Structure of the I.L.O. concerning the timetable of future Governing Body sessions, subject to any adjustments which might prove necessary pending the next Governing Body elections in June 1969.\(^2\) Accordingly, the 172nd Session of the Governing Body will begin on Monday, 27 May 1968 in accordance with the standard programme approved by the Governing Body. In view, however, of the business which the Building Subcommittee will be called upon to deal with, it is proposed that the Subcommittee should meet on the morning of Monday, 27 May 1968.
3. In accordance with the standard programme, a meeting of the International Organisations Committee would be provided for to enable it to examine any urgent matters. No similar provision appears necessary in the case of the Committee on Standing Orders and the Application of Conventions and Recommendations.

\(^1\) See above, seventh sitting, p. 49.
\(^2\) See above, fourth sitting, p. 27, and Appendix VII.
APPENDIX XXIV

Alphabetical List of Persons Attending the Session

ABID ALI, M.P. (India), Workers' representative; President, Rashtriya Mill Mazdoor Sangh, Bombay; Vice-President, Indian Trade Union Congress.

ABUALAM, Abdelraouf (United Arab Republic), Government representative; Director, Foreign Relations Department, Ministry of Labour; representative of the Government of the United Arab Republic on the Governing Body.

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

AGUILLO, Maxie S. (Philippines), Attaché, Permanent Mission of the Philippines to the United Nations Office and other international organisations in Geneva; accompanying Mr. Alejandrino, Government representative.

ALEJANDRINO, Jose (Philippines), Government representative; Ambassador, Philippine Embassy, Paris.

AL-WAKIL, Abdul Razak (Iraq), Assistant Director-General of Labour; substitute for Mr. Yasseen, Government representative.

AMEDE, Michael (Ethiopia), Government representative; Assistant Minister in charge of the Department of Labour, Ministry of Community Development and Social Affairs; representative of the Imperial Ethiopian Government on the Governing Body.

ANDRIANTSITOHIANA, Daniel (Malagasy Republic), Employers' representative; Vice-President, Malagasy Federation of Economic Associations.

APONTE, Heriberto (Venezuela), Counsellor, Permanent Delegation of Venezuela to the United Nations Office and the specialised agencies in Geneva; substitute for Mr. Bruni Celli, Government representative.


ASTROM, Lars Ake (Sweden), Government deputy member; Under-Secretary of State, Ministry of Labour and Social Affairs; representative of the Government of Sweden on the Governing Body.

AZIMI, Sadegh (Iran), Government observer; Minister-Counsellor, Permanent Delegation of Iran to the United Nations Office and the specialised agencies in Geneva.

BAKONY-SERESTYEN, Endre (Hungary), Government representative; Ambassador; Permanent Representative of the Hungarian People's Republic to the United Nations Office in Geneva; representative of the Hungarian Government on the Governing Body.

BARNETT, Miss June Hyett (Australia), First Secretary, Permanent Mission of Australia to the United Nations Office in Geneva; substitute for Mr. Hill, Government deputy member.

BASTID, Auguste (Ivory Coast), Employer deputy member; Vice-President, Ivory Coast Chamber of Industry.

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

BELI, A., representative of the World Health Organisation; Chief, Occupational Health.

BENAISSA, Abdeslam (Morocco), Government deputy member; Minister of Labour and Social Affairs.


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

BESA LYON, Carlos (Chile), Government representative; Minister; Permanent Representative of Chile accredited to the General Agreement on Tariffs and Trade; deputy Permanent Representative of Chile accredited to the United Nations Office and the international organisations in Geneva.

BIDART DE LÓPEZ, Mrs. María Elena (Uruguay), Minister-Counsellor, Permanent Mission of Uruguay in Geneva; substitute representative of the Government of Uruguay on the Governing Body.

BOLIN, Bertil (Sweden), Workers' representative; Director for International Affairs, Swedish Confederation of Trade Unions.


BORISOV, Eduard Yosifovitch (Byelorussia), First Secretary, Permanent Mission of the Byelorussian Soviet Socialist Republic to the United Nations Office and the international organisations in Geneva; substitute for Mr. Sheldov, Government deputy member.

BOURRAS, J. G. (France), Civil Administrator, International Relations Division, Ministry of Social Affairs; accompanying Mr. Parodi, Government representative.

BRUNI CELLI, Marco Tulio (Venezuela), Government representative; Deputy Permanent Delegate of Venezuela to the United Nations Office and the international organisations in Geneva.

CÁRDENAS RODRÍGUEZ, Héctor (Mexico), Third Secretary, Permanent Delegation of Mexico to the United Nations Office and the international organisations in Geneva; substitute for Mr. de Santiago-López, Government deputy member.

CARO, S. M., representative of the Council of Europe; Principal Administrative Officer, Social Division.

CARRASCO, German (Chile), Counsellor of Embassy, Permanent Mission of Chile to the United Nations Office and the international organisations in Geneva; substitute for Mr. Besa Lyon, Government representative.

CASSIM, Mohamed Osman bin Shamsudin (Malaysia), P. H., Assistant to the Secretary-General of the Food and Agriculture Organisation of the United Nations; representing the I.O.E.

CHANDRASEKHARAN, George (United Kingdom), Observer, Permanent Delegation of India to the United Nations Office in Geneva; substitute for Mr. Doerr, Government representative.

COPPO, Dionigi (Italy), Workers' representative; Deputy General Secretary, Italian Confederation of Workers' Unions.

CORBIL, Jacques (Canada), Third Secretary and Vice-Counsel, Permanent Mission of Canada to the United Nations Office in Geneva; accompanying Mr. Haythorne, Government representative.

CORDERO CEBALLOS, José (Venezuela), First Secretary, Permanent Delegation of Venezuela to the United Nations Office and the international organisations in Geneva; accompanying Mr. Bruni Celli, Government representative.

COTTAFAVI, Luigi (Italy), Legation Counsellor, Ministry of Foreign Affairs; accompanying Mr. Ago, Government representative.

DABBOWA, Slawomir (Poland), Government observer; Second Secretary, Permanent Representation of the Polish People's Republic to the United Nations Office and the specialised agencies in Geneva.

DALL, Mrs. Stina (Sweden), accompanying Mr. Bergenström, Employers' representative.

DE BOCK, Nathalis (Belgium), Worker deputy member; National Secretary, Belgian General Federation of Labour (F.G.T.B.).

DELLAMADE, G., representative of the Food and Agriculture Organisation of the United Nations; Liaison Officer, International Agency Liaison Branch.

DELISLE, Jean-Louis (Canada), Ambassador; Permanent Representative of Canada to the United Nations Office in Geneva; substitute for Mr. Haythorne, Government representative.

DELWART, Louis O., Deputy Director, European Office, Organisation of American States; accompanying Mr. Migone, representing the O.A.S.

DENYS, Jacques (Belgium), Government observer; Counsellor, Chief of the International Relations Service, Ministry of Employment and Labour.

DOERR, Mr., representative of the Commission of the European Communities; Director, Directorate-General of Social Affairs.

DUMONT, Alberto Felipe (Argentina), Minister, Permanent Mission of the Republic of Argentina to the United Nations Office and the international organisations in Geneva; substitute for Mrs. Zaeferrer de Goyeneche, Government representative.

DUQUESNE, Charles Alphonse, Assistant to the Director-General of Social Affairs; accompanying Mr. Doerr, representing the Commission of the European Communities.

EASTON, David J. (United Kingdom), Second Secretary, United Kingdom Mission to the United Nations Office and other international organisations in Geneva; accompanying Mr. Marre, Government representative.

EBONGALAME, Thomas (Cameroon), Chief, Liaison Service with Western Cameroon; substitute for Mr. Mbonjo-Ejangue, Government representative.

EGGERMAN, Georges, observer representing the International Federation of Christian Trade Unions; Permanent Representative in Geneva of the I.F.C.T.U.

EL FASSI, Nacer (Morocco), Ambassador, Permanent Representative of the Kingdom of Morocco to the United Nations Office in Geneva and the international organisations in Switzerland; accompanying Mr. Benaisa, Government deputy member.

ELLIMAN, George T. (United States), Special Assistant to the Secretary, Department of Commerce; accompanying Mr. Weaver, Government representative.

ERDMANN, Ernst-Gerhard (Federal Republic of Germany), Employers' representative; Deputy Director-General, Confederation of German Employers' Associations.

ETCHATS, Raymond P., representative of the United Nations Development Programme.

EWERLÖF, Hans (Sweden), Counsellor, Permanent Mission of Sweden to the United Nations Office and the international organisations in Geneva; substitute for Mr. Aström, Government deputy member.

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


FALL, Brian J. P. (United Kingdom), Second Secretary, United Kingdom Mission to the United Nations Office and other international organisations in Geneva; accompanying Mr. Marre, Government representative.

FAUPL, Rudolph (United States), Workers' representative; International Representative, International Association of Machinists and Aerospace Workers.

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

FERRIER, Harold Grant, C.M.G. (Australia), Employer deputy member; President, International Organisation of Employers; Member of the Executive Committee and Past President of the Associated Chambers of Manufactures of Australia.

FISHER, John T. (United States), Labor Attaché, United States Mission, Geneva; accompanying Mr. Weaver, Government representative.

FISSENKO, V., United Nations Office in Geneva; accompanying Mr. Fletcher, representing the United Nations.
FLETCHER, H. Granville, representative of the United Nations; Chief of External Relations, United Nations Office in Geneva.

GALLO DE MULLER, Mrs. Margarita (Chile), Attaché, Permanent Mission of Chile to the United Nations Office and the international organisations in Geneva; substitute for Mr. Besa Lyon, Government representative.

GARCÍA MARTÍNEZ, Federico, Executive Secretary, International Organisation of Employers; accompanying Mr. Lagasse, observer representing the I.O.E.

GEORGET, Henri (Niger), Employers’ representative; Vice-President, Employers’ Association for Undertakings and Industries of Niger.


GHALI, Juwad Mohammed (Iraq), Assistant Director-General of Labour and Social Planning; accompanying Mr. Yasseen, Government representative.

GHALI, Mohamed (Tunisia), Employer deputy member; Director-General, Manouba Tanneries; member of the Executive Board and External Relations Officer, Tunisian Confederation of Industry, Commerce and Handicrafts (U.T.I.C.A.).

GHAYOUR, Massoud (Iran), Employer deputy member; member of the Governing Board, Iran Chamber of Industries and Mines; 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.

GONZALEZ BLANCO, Diego (Brazil), Employer deputy member, National Confederation of Industry.

GOOSE, R. accompanying Mr. Heyer, observer representing the International Confederation of Free Trade Unions.

GREEN, Miss Barbara (United Kingdom), Assistant Secretary, Ministry of Labour; accompanying Mr. Marre, Government representative.

GREVER, René (Switzerland), Government observer; Assistant to the Directorate, Federal Office of Industry, Arts and Crafts, and Labour.

GRITA, Bruno (Italy), Counsellor, Ministry of Labour and Social Welfare; accompanying Mr. Ago, Government representative.

GROS ESPIELL, Héctor (Uruguay), Government deputy member; Ambassador, Permanent Representative of Uruguay accredited to the United Nations Office and the specialised agencies in Geneva; representative of the Government of Uruguay on the Governing Body.

GUILLÉN, Fernando (Peru), Third Secretary, Permanent Delegation of Peru to the United Nations Office and the international organisations in Geneva; accompanying Mr. Solari Swayne, Government deputy member.


HAMMAR, Hans (Sweden), International Secretary, Swedish Employers’ Confederation; accompanying Mr. Bergénström, Employers’ representative.

HARAGUCHI, Yukitaka (Japan), Workers’ representative; President, All-Japan Federation of Metal Mining Workers’ Unions.

HAYTHORNE, George V. (Canada), Government representative; Deputy Minister of Labour; representative of the Government of Canada on the Governing Body.

HEPPING, Sixten (Sweden), Head of Department, Swedish International Development Authority; accompanying Mr. Aström, Government deputy member.

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

HETATA, Mohamed Aziz, representative of the League of Arab States; Third Secretary, Permanent Delegation of the League of Arab States in Geneva.

HEYER, Albert, observer representing the International Confederation of Free Trade Unions; Director, Geneva Office; Secretary of the Workers’ group.

HILL, Brian Clarence (Australia), Government deputy member; Ambassador; Permanent Representative of Australia accredited to the United Nations Office in Geneva; substitute representative of the Government of Australia on the Governing Body.

HORÁNYI, László (Hungary), Senior Head of Department, Ministry of Labour; substitute for Mr. Bakonyi-Sebestyén, Government representative.

ILIC, Miss Zagorka (Yugoslavia), Second Secretary, Permanent Delegation of Yugoslavia in Geneva; substitute for Mr. Tabor, Government representative.

JACHEK, Otto (Czechoslovakia), First Secretary, Permanent Mission of the Czechoslovak Socialist Republic accredited to the United Nations Office in Geneva; accompanying Mr. Pavlik, Government observer.

JAMES, A. W. D. (United Kingdom), Principal, Ministry of Labour; accompanying Mr. Marre, Government representative.

JUDD, N. H. S. (New Zealand), Second Secretary, New Zealand Permanent Mission to the United Nations Office in Geneva; accompanying Mr. Thorp, Government observer.

JUVIGNY, Pierre (France), Maître des requêtes, Council of State; substitute for Mr. Parodi, Government representative.

KAGHAT, Hassan (Morocco), Minister plenipotentiary; Consul-General of Morocco in Paris; substitute for Mr. Benaiissa, Government deputy member.

KANE, Elamine (Mauritania), Workers’ representative; Assistant Secretary-General of the Mauritanian Workers’ Federation (U.T.M.); Secretary-General of the National Teachers’ Union of Mauritania (S.N.E.M.).

KNIGHT, Miss J. R., Deputy Chief of the Secretariat; accompanying Mr. Sadry, representative of the Office of the High Commissioner for Refugees.


KOCIS, Vilmos (Hungary), Adviser, Ministry of Foreign Affairs; accompanying Mr. Bakonyi-Sebestyén, Government representative.

KRISHNAN, Natarajan (India), Permanent Representative of India to the United Nations Office in Geneva; substitute for Mr. Mathew, Government representative.

KUNOGI, Yukiyoshi (Japan), Counsellor, Permanent Delegation of Japan to the international organisations in Geneva; substitute representative of the Government of Japan on the Governing Body.
Nakamura, Junichi (Japan), Second Secretary, Permanent Delegation of Japan to the international organisations in Geneva; substitute representative of the Government of Japan on the Governing Body.

Nasr, Marwan (Lebanon), Employers' representative; Executive Secretary, Association of Lebanese Industrialists.

Natale, A. G., representative of the Intergovernmental Committee for European Migration; Adviser to the Director.

Neilan, Edwin P. (United States), Employers' representative; Chairman of the Board and President, Bank of Delaware.

Oechslin, J. J., Executive Secretary, International Organisation of Employers; accompanying Mr. Lagasse, observer representing the I.O.E.

Okabe, Jitsuo (Japan), Government representative; Counsellor, Ministry of Labour; representative of the Government of Japan on the Governing Body.

Pachachi, Talal (Iraq), Third Secretary, Permanent Delegation of Iraq to the United Nations Office in Geneva; accompanying Mr. Yasseen, Government representative.

Parodi, Alexandre (France), Government representative; Ambassador; Vice-President of the Council of State; representative of the Government of France on the Governing Body.

Pavec, Albert (France), First Secretary, Permanent Mission of France to the United Nations Office and the specialised agencies in Geneva; accompanying Mr. Parodi, Government representative.

Pavlík, Přibyslav (Czechoslovakia), Government observer; Ambassador; Permanent Representative of the Czechoslovak Socialist Republic accredited to the United Nations Office in Geneva.

Pellinkhof, T. M. (Netherlands), Government observer; Chief, International Social Affairs Division, Ministry of Social Affairs and Public Health.

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

Philibert, André (France), Assistant Director; Chief, International Relations Division, Ministry of Social Affairs; accompanying Mr. Parodi, Government representative.

Phiri, David Abel Ray (Zambia), Employer deputy member; Director, Anglo American Corporation (Central Africa) Ltd.

Piacitelli, Mario (Italy), First Secretary of Legation, Permanent Mission of Italy to the international organisations in Geneva; accompanying Mr. Ago, Government representative.

Pollock, Sir George, Q.C. (United Kingdom), Employers' representative; Senior Consultant on International Labour Matters, Confederation of British Industry.

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

Rana, K. K. S. (India), First Secretary, Permanent Mission of India to the United Nations Office in Geneva; accompanying Mr. Mathew, Government representative.

Rasolo, Fidèle Timon (Malagasy Republic), Worker deputy member; Adviser to the Regional Union of the Confederated Trade Unions (F.M.M.).

Rekikouak, Hassan (Morocco), Director of the Cabinet of the Minister of Labour and Social Affairs; representative of the Government of the Kingdom of Morocco on the Governing Body.

Renaud, W. L. (Netherlands), Director, Central Employers' Confederation; accompanying Mr. Fennema, Employer deputy member.

Renault, Miss G. (France), accompanying Mr. Waline, Employers' representative.


Rifaat, Mohamed Ali (United Arab Republic), Employer deputy member; Director, Board of Directors of the Chamber of the Tobacco and Cigarettes Industry, Federation of Industries.


Sadry, Assad K., representative of the Office of the High Commissioner for Refugees; Special Assistant to the High Commissioner.

Salvi, Francesco Maria (Italy), Employers' representative; Member of the Executive Board, General Confederation of Italian Industry.

Santiago-López, Ernesto de (Mexico), Government deputy member; Ambassador; Permanent Delegate of Mexico accredited to the United Nations Office and the international organisations in Geneva; representative of the Mexican Government on the Governing Body.

Savouillan, Charles, Director, Directorate-General of Social Affairs; accompanying Mr. Doerr, representative of the Commission of the European Communities.

Schlofledt, Walter (Federal Republic of Germany), Chief, International Social Policy Division, Confederation of German Employers' Associations; substitute for Mr. Erdmann, Employers' representative.

Sheleidov, A. N. (Byelorussia), Government deputy member; Vice-Minister, Ministry of Foreign Affairs.

Shiha, Salem, M.P. (Libya), Worker deputy member; General Secretary, National Federation of Trade Unions.

Sidibé, Souleymane (Senegal), Government representative; Adviser, Office of the President of the Republic; substitute representative of the Government of Senegal on the Governing Body.

Simbolotti, Miss Grazia (Italy), Second Secretary of Legation, Ministry of Foreign Affairs; accompanying Mr. Ago, Government representative.

Sirman, Metin (Turkey), Government observer; Deputy Permanent Delegate of Turkey to the United Nations Office in Geneva.

Soares de Oliveira, Roberto (Brazil), Government observer; Secretary of Embassy, Permanent Mission of Brazil to the United Nations Office and the international organisations in Geneva.

Sobels, Ph., representative of the General Agreement on Tariffs and Trade; Director, Administrative and Financial Division.

Solarí Swain, Felipe (Peru), Government deputy member; Counsellor, Permanent Delegation of Peru to the United Nations Office and the international organisations in Geneva.
SOLOMON, Beyene (Ethiopia), Worker deputy member; President, Confederation of Ethiopian Trade Unions.

STAMBOLIEV, Decho (Bulgaria), Government observer; Counsellor, Permanent Delegation of the People's Republic of Bulgaria accredited to the United Nations Office and the international organisations in Geneva.

TABOR, Rafael (Yugoslavia), Government representative; Director, Federal Employment Bureau.

THOMAS, Fritz (Federal Republic of Germany), Ministerial Counsellor, Federal Ministry of Labour and Social Affairs; substitute for Mr. Haenlein, Government representative.

THONDAMAN, S., M.P. (Ceylon), Worker deputy member; President, Ceylon Workers' Congress.

THORB, W. G. (New Zealand), Government observer; Permanent Representative of New Zealand accredited to the United Nations Office in Geneva.

UrRUTIA, Gustavo Alberto (Argentina), Secretary, Permanent Mission of the Republic of Argentina to the United Nations Office and the international organisations in Geneva; substitute for Mrs. Zaefferer de Goyeneche, Government representative.


VEGH Garzón, Carlos R. (Uruguay), Employers' representative; Former Minister of Finance; Former President, Uruguayan National Chamber of Commerce.


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

WACHOB, James R. (United States), Second Secretary, United States Mission in Geneva; accompanying Mr. Weaver, Government representative.

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

WAJID, Pierre (France), 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 Government of the United States on the Governing Body.

WILLIAMS, Warwick Edward (Australia), Third Secretary, Permanent Mission of Australia to the United Nations Office in Geneva; substitute for Mr. Hill, Government deputy member.

WEISSENBERG, Gerhard (Austria), Worker deputy member; Counsellor for Social Policy, Austrian Federation of Trade Unions.

YASSEEN, Mustafa Kamil (Iraq), Government representative; Ambassador; Permanent Representative of Iraq accredited to the United Nations Office in Geneva.

YLLANES RAMOS, Fernando (Mexico), Employers' representative; Mexican Confederation of Chambers of Industry.

ZAEFFERER DE GOYENECHE, Mrs. Ana M. (Argentina), Government representative; Ambassador; Permanent Representative of the Republic of Argentina accredited to the United Nations Office and the international organisations in Geneva.

ZAIKI, S. J. H. (Malaysia), Worker deputy member; Hon. General Secretary, Malaysian Trades Union Congress.

ZDANOVICH, Alexandre A. (Byelorussia), Counsellor, Ministry of Foreign Affairs; substitute for Mr. Sheldov, Government deputy member.
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