CONTENTS

Persons Attending the Session .................................................. 1

Sittings

FIRST SITTING

Opening of the Session ......................................................... 4
Approval of the Minutes of the 171st Session (First Item on the Agenda) ......................................................... 4
Agenda of the 54th (1970) Session of the International Labour Conference (Second Item on the Agenda) ......................................................... 4
Report of the Director-General (Fourteenth Item on the Agenda):
Second Supplementary Report: Study Group on Spain ......................................................... 8
Review of the List of States of Chief Industrial Importance (Fifth Item on the Agenda) ......................................................... 9

SECOND SITTING

Reports of the Committee on Freedom of Association (Sixth Item on the Agenda) ......................................................... 10

Hundred and Fourth Report:

I. Introduction ........................................................................ 10
II. Complaints Which the Committee Recommended Should Be Dismissed without Being Communicated to the Government Concerned ........................................................................ 10
III. Cases Which the Committee Considered Did Not Call for Further Examination ........................................................................ 10
IV. Definitive Conclusions in the Case relating to Colombia (Case No. 534) ........................................................................ 10
V. Interim Conclusions in the Case relating to India (Case No. 493) ........................................................................ 10

Hundred and Fifth Report:

I. Introduction ........................................................................ 10
II. Complaints Which the Committee Recommended Should Be Dismissed as Irreceivable under the Procedure in Force ........................................................................ 10
III. Cases Which the Committee Considered Did Not Call for Further Examination ........................................................................ 10
IV. Definitive Conclusions in the Cases relating to Ecuador (Cases Nos. 473 and 477) ........................................................................ 10
V. Interim Conclusions in the Cases relating to Portugal (Case No. 266), Dominican Republic (Case No. 350), Japan (Case No. 398), Guatemala (Case No. 442), India (Case No. 493), Argentina (Case No. 503), Morocco (Cases Nos. 524 and 528), Panama (Case No. 531) and Indonesia (Case No. 537) ........................................................................ 10

Reports of the Financial and Administrative Committee (Seventh Item on the Agenda):

First Report:
Financial and General Questions:
Audited Accounts for 1967 and Auditor’s Report ........................................................................ 10
Appointment of Auditor and Deputy Auditor ........................................................................ 10
Occupation of Posts and Temporary Appointments at 1 April 1968 ........................................................................ 10
1968 Regular Budget Account at 30 April 1968 ........................................................................ 10
Proposals concerning the Financing of Expenditures Not Provided For in the Programme and Budget for 1968:
Review of the List of States of Chief Industrial Importance ........................................................................ 11
Proposed Meeting in 1968 of the Joint ILO/IMCO Committee on Maritime Safety Training ........................................................................ 11
Report of the Building Subcommittee ........................................................................ 11

Second Report:
Personnel and Administrative Questions:
Statement by a Staff Representative ........................................................................ 11
Proposed Amendments to the ILO Staff Regulations:
Amendment concerning Expenses upon Termination (Article 9.7) ........................................................................ 11
Amendments concerning Travel and Removal Expenses (Annex III) ........................................................................ 11
Amendment concerning Special Duty Allowances at Geneva (Article 3.8) ........................................................................ 11
Composition of the Administrative Tribunal of the International Labour Organisation ........................................................................ 11
Report of the Administrative Board of the ILO Staff Pensions Fund ........................................................................ 11
Third Report:

Financial and General Questions:

- Proposed Adjustments to the Draft Programme and Budget for 1969
- Programme Implementation in 1967
- Preliminary Information concerning the Programme for 1970-71
- The Question of a Biennial Programme and Budget
- Rates of Subsistence Allowance for Members of the Governing Body and Members of Committees
- Action by the United Nations relating to the Budgetary and Financial Problems of the United Nations and the Specialised Agencies
- Appointment to the Investments Committee of the International Labour Organisation
- Thirty-fourth Report of the Administrative Committee on Co-ordination

Report of the Allocations Committee (Eighth Item on the Agenda)

Report of the International Organisations Committee (Ninth Item on the Agenda)

Report of the Committee on Industrial Committees (Tenth Item on the Agenda):

I. Advisory Committee on Salaried Employees and Professional Workers: Effect to Be Given to the Conclusions of the Sixth Session
II. Building, Civil Engineering and Public Works Committee: Invitation of Non-Governmental Organisations to the Eighth Session
III. Second Tripartite Technical Meeting for Mines Other than Coal Mines: Invitation of Non-Governmental Organisations
IV. Periodic Reports on the Effect Given by the Office to Requests of Industrial Committees: Eighth Session of the Metal Trades Committee
V. Meetings of Industrial and Analogous Committees in 1970 and 1971

Report of the Fiftieth Anniversary Committee (Eleventh Item on the Agenda)

Composition and Agenda of Committees and of Various Meetings (Twelfth Item on the Agenda):

First Paper:
Composition and Agenda of Expert and Other Meetings to Be Held in 1969:
- Preparatory Technical Maritime Conference: Purpose and Agenda
- Tripartite Technical Meeting on Dock Labour: Purpose and Agenda
- Technical Meeting on Training of Teaching Staff for Industrial Training Schemes: Purpose and Agenda
- International Congress on Occupational Safety and Health: Agenda and Programme
- Seminar on Equality of Opportunity in Employment

Second and Third Papers:
Composition of Panels of Consultants:
- Panel of Consultants on Co-operation
- Panel of Consultants on the Problems of Women Workers
- Panel of Consultants on the Problems of Young Workers
- Panel of Consultants on Occupational Safety and Health in Building, Civil Engineering and Public Works
- Additional Language Facilities at the Sixth Asian Regional Conference

International Centre for Advanced Technical and Vocational Training (Thirteenth Item on the Agenda)

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

I. Obituary
II. Composition of the Organisation
III. Composition of the Governing Body
IV. Progress of International Labour Legislation
V. Internal Administration
VI. Publications

First Supplementary Report: Renewal of the Appointment of a Member of the Appeals Board Panel
Third Supplementary Report: Interpretation of Decisions of the International Labour Conference
Fourth Supplementary Report: Publication of a Code of Practice relating to Safety and Health in Forestry Work
Fifth Supplementary Report: Implementation of the Recommendation concerning the Status of Teachers (Joint ILO/UNESCO Action)
Sixth Supplementary Report: Proposals regarding the Joint ILO/IMCO Committee on Maritime Safety Training
Seventh Supplementary Report: Report of the Officers of the Governing Body:
- Invitation to Mauritius to Be Represented by an Observer Delegation at the 52nd Session of the International Labour Conference
Invitation to an Intergovernmental Regional Organisation to Be Represented at the 52nd and Subsequent Sessions of the International Labour Conference ................................................................. 19
Requests by Non-Governmental Organisations to Be Represented by Observers at the 52nd Session of the International Labour Conference ................................................................. 19

Programme of Meetings (Fifteenth Item on the Agenda):
First Paper:
Programme for 1969:
Place of the Second Session of the Inter-American Advisory Committee ................................................. 19

THIRD SITTING
Tribute to Mr. San Sebastián .................................................. 20

Reports of the Committee on Freedom of Association (Sixth Item on the Agenda) (concl.) ................................................................. 20

Hundred and Sixth Report:
I. Introduction ................................................................. 20
II. Definitive Conclusions in the Case Relating to Argentina (Case No. 541) ................................................ 20
III. Interim Conclusions in the Case relating to Canada (Case No. 523) ................................................ 20

Reports of the Financial and Administrative Committee (Seventh Item on the Agenda) (concl.):
Proposals concerning the Financing of Expenditures Not Provided For in the Programme and Budget for 1968 (concl.):
Proposed Study Group on the Labour and Trade Union Situation in Spain ................................................................. 20

Composition and Agenda of Committees and of Various Meetings (Twelfth Item on the Agenda) (concl.):
Fourth Paper:
Composition of Expert Meetings to Be Held during the Remainder of 1968:
Meeting of Experts on the Programming of Prevocational Training Schemes ................................................ 20
Meeting of Experts on Statistics of Wages and Employee Income ................................................................. 20
Meeting on Conditions of Work in the Inland Water Transport Industry ................................................ 20
Joint ILO/FAO/IMCO Meeting of Consultants on Safety of Fishing Vessels ................................................ 21
Joint UN/ILO Inter-Regional Seminar on Youth Service Programmes ................................................ 21

Report of the Director-General (Fourteenth Item on the Agenda) (concl.):
Eighth Supplementary Report: Provision of Certain Facilities in the French and Russian Languages at the Sixth Asian Regional Conference (Tokyo, 2-14 September 1968) ................................................................. 21


Invitations to Intergovernmental Regional Organisations to Be Represented at the Second European Regional Conference (Geneva, 2-14 December 1968) ................................................ 21

Invitations to Intergovernmental Regional Organisations to Be Represented at the Sixth Asian Regional Conference (Tokyo, 2-14 September 1968) ................................................ 21

Requests by Non-Governmental Organisations to Be Represented by Observers at Regional Conferences:
Sixth Asian Regional Conference ................................................ 21
Second European Regional Conference ................................................ 21
Appointment of a Study Group to Examine the Labour and Trade Union Situation in Spain ................................................ 21

Programme of Meetings (Fifteenth Item on the Agenda) (concl.):
Second Paper:
Programme for 1968:
Joint ILO/FAO/IMCO Meeting of Consultants on Safety of Fishing Vessels ................................................ 22
Technical Meeting on Problems of Nomadism in the Sahelian Region of Africa ................................................ 22
Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers ................................................ 22
Joint UN/ILO Inter-Regional Seminar on Youth Service Programmes ................................................ 22
Committee of Experts on States of Chief Industrial Importance ................................................ 22
Joint ILO/IMCO Committee on Maritime Safety Training ................................................ 22
General Programme for the Remainder of 1968 ................................................ 22
Programme for 1969 ................................................ 22

Appointment of Governing Body Representatives on Various Bodies (Sixteenth Item on the Agenda):
Sixth Asian Regional Conference ................................................ 22
Building, Civil Engineering and Public Works Committee (Eighth Session) ................................................ 22
Second Tripartite Technical Meeting for Mines Other than Coal Mines ................................................ 22
Second European Regional Conference ................................................ 22

Questions Arising out of the 52nd Session of the International Labour Conference (Seventeenth Item on the Agenda):
Action to Be Taken on Resolutions Adopted by the Conference:
Resolution concerning Action by the International Labour Organisation in the Field of Human Rights and in Particular with Respect to Freedom of Association ................................................ 23
Fourth Report of the Resolutions Committee ................................................ 23

Election of Officers for 1968-69 (Eighteenth Item on the Agenda):
Election of the Chairman ................................................ 23
Election of the Vice-Chairmen ................................................ 23

Tribute to the Outgoing Chairman ................................................ 24
Appendices

APPENDIX I
Agenda

APPENDIX II
Agenda of the 54th (1970) Session of the International Labour Conference:
I. Prospective Agenda for the 54th (1970) Session
II. Summary Review of Outstanding Questions
III. Recommendations concerning Law and Practice Reports

APPENDIX III
Report of the Technical Meeting of Experts on the Organisation and Planning of Vocational Training

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

APPENDIX V
Review of the List of States of Chief Industrial Importance:
First Paper
Second Paper
Third Paper

APPENDIX VI
Reports of the Committee on Freedom of Association

APPENDIX VII
Reports of the Financial and Administrative Committee

APPENDIX VIII
Report of the Allocations Committee

APPENDIX IX
Report of the International Organisations Committee
Relations between the ILO and the United Nations Industrial Development Organisation
Agricultural Education, Science and Training

APPENDIX X
Report of the Committee on Industrial Committees
I. Advisory Committee on Salaried Employees and Professional Workers: Effect to Be Given to the Conclusions of the Sixth Session
II. Building, Civil Engineering and Public Works Committee: Invitation of Non-Governmental Organisations to the Eighth Session
III. Second Tripartite Technical Meeting for Mines Other than Coal Mines: Invitation of Non-Governmental Organisations
IV. Periodic Reports on the Effect Given by the Office to Requests of Industrial Committees: Eighth Session of the Metal Trades Committee
V. Meetings of Industrial and Analogous Committees in 1970 and 1971

APPENDIX XI
Report of the Fiftieth Anniversary Committee

APPENDIX XII
Composition and Agenda of Committees and of Various Meetings:
First Paper:
Composition and Agenda of Expert and Other Meetings to Be Held in 1969:
Preparatory Technical Maritime Conference
Tripartite Technical Meeting on Dock Labour
Technical Meeting on Training of Teaching Staff for Industrial Training Schemes
International Congress on Occupational Safety and Health
Regional Technical Meeting in Latin America on the Role of Agricultural Organisations in Economic and Social Development
Seminar on Equality of Opportunity in Employment .................................................. 51
Meeting of the Joint ILO/IMCO Committee on Maritime Safety Training ...................... 51
Supplementary Note. Agenda of the Preparatory Technical Maritime Conference ............... 51

Second Paper:
Composition of Panels of Consultants:
Panel of Consultants on Co-operation ................................................................. 52
Panel of Consultants on the Problems of Women Workers ........................................... 52
Panel of Consultants on the Problems of Young Workers ........................................... 52

Third Paper:
Composition of Panels of Consultants:
Panel of Consultants on Occupational Safety and Health in Building, Civil Engineering and Public Works ................................................................. 52
Panel of Consultants on the Problems of Women Workers ........................................... 52

Fourth Paper:
Composition of Expert Meetings to Be Held during the Remainder of 1968:
Meeting of Experts on the Programming of Prevocational Training Schemes .................. 52
Meeting of Experts on Statistics of Wages and Employee Income .............................. 53
Meeting on Conditions of Work in the Inland Water Transport Industry ...................... 53
Joint ILO/FAO/IMCO Meeting of Consultants on Safety of Fishing Vessels .................... 54
Joint UN/ILO Inter-Regional Seminar on Youth Service Programmes ........................... 54

APPENDIX XIII
International Centre for Advanced Technical and Vocational Training ........................... 55

APPENDIX XIV
Report of the Director-General:
I. Obituary ........................................................................................................... 56
II. Composition of the Organisation ........................................................................... 56
III. Composition of the Governing Body ..................................................................... 56
IV. Progress of International Labour Legislation ....................................................... 56
V. Internal Administration ....................................................................................... 56
VI. Publications ..................................................................................................... 57
First Supplementary Report: Renewal of the Appointment of a Member of the Appeals Board Panel .......................................................... 57
Second Supplementary Report: Study Group on Spain ................................................. 57
Third Supplementary Report: Interpretation of Decisions of the International Labour Conference .............................................................. 57
Fourth Supplementary Report: Publication of a Code of Practice relating to Safety and Health in Forestry Work .................................................. 58
Fifth Supplementary Report: Implementation of the Recommendation concerning the Status of Teachers (Joint ILO/UNESCO Action) ......................... 58
Sixth Supplementary Report: Proposals regarding the Joint ILO/IMCO Committee on Maritime Safety Training ......................................................... 58
Seventh Supplementary Report: Report of the Officers of the Governing Body:
Invitation to Mauritius to Be Represented by an Observer Delegation at the Fifty-second Session of the International Labour Conference ......................... 59
Invitation to an Intergovernmental Regional Organisation to Be Represented at the Fifty-second and Subsequent Sessions of the International Labour Conference ................................................................. 59
Requests by Non-Governmental Organisations to Be Represented by Observers at the Fifty-second Session of the International Labour Conference ................................................................. 59
Eighth Supplementary Report: Provision of Certain Facilities in the French and Russian Languages at the Sixth Asian Regional Conference (Tokyo, 2-14 September 1968) ................................................................. 60
Ninth Supplementary Report: Second Report of the Officers of the Governing Body:
Invitations to Intergovernmental Regional Organisations to Be Represented at the Second European Regional Conference (Geneva, 2-14 December 1968) ................................................................. 61
Invitations to Intergovernmental Regional Organisations to Be Represented at the Sixth Asian Regional Conference (Tokyo, 2-14 September 1968) ................................................................. 61
Requests by Non-Governmental Organisations to Be Represented by Observers at Regional Conferences ................................................................. 61
Appointment of a Study Group to Examine the Labour and Trade Union Situation in Spain ................................................................. 61

APPENDIX XV
Programme of Meetings:
First Paper:
Programme for 1969: Place of the Second Session of the Inter-American Advisory Committee ................................................................. 62
Second Paper:
Programme for 1968 ................................................................................................. 62
Programme for 1969 ................................................................................................. 63

APPENDIX XVI
Appointment of Governing Body Representatives on Various Bodies ............................. 64
Sixth Asian Regional Conference ................................................................................. 64
Building, Civil Engineering and Public Works Committee: Eighth Session .................... 64
Second Tripartite Technical Meeting for Mines Other than Coal Mines ....................... 64
Second European Regional Conference ....................................................................... 64
APPENDIX XVII

Questions Arising out of the 52nd (1968) Session of the International Labour Conference:

- Action to Be Taken on Resolutions Adopted by the Conference .................................................. 65
- Resolution concerning Action by the International Labour Organisation in the Field of Human Rights and in Particular with Respect to Freedom of Association ................................................................. 65
- Fourth Report of the Resolutions Committee ...................................................................................... 65

APPENDIX XVIII

- Election of Officers for 1968-69 ............................................................................................................ 66
- List of Chairmen of the Governing Body of the ILO ......................................................................... 66

APPENDIX XIX

- Alphabetical List of Persons Attending the Session ........................................................................... 67
- Index ...................................................................................................................................................... 73
The Governing Body
of the International Labour Office

MINUTES OF THE 172ND SESSION

The 172nd Session of the Governing Body of the International Labour Office was held in Geneva on Friday, 31 May, and Wednesday, 26 June 1968.

The Governing Body was composed as follows:

Chairman: Mr. Ago

Government group:
Argentina: Mrs. Zaefferer de Goyeneche
Cameroon: Mr. Mbonjo-Ejange
Canada: Mr. Mainwaring
Chile: Mr. Santa Cruz
China: Mr. Cheng Pao-nan
Colombia: Mr. Oviedo
Ethiopia: Mr. Amede
France: Mr. Parodi
Federal Republic of Germany: Mr. Knolle
Hungary: Mr. Bakonyi-Sebestyén
India: Mr. Merani
Ireland: Mr. Yasseen
Italy: Mr. Purpura
Japan: Mr. Okabe
Malaysia: Mr. Pathmanaban
Philippines: Mr. Brillantes
Senegal: Mr. Sidibé
Sierra Leone: Mr. Nottidge
USSR: Mr. Goroshkin
United Arab Republic: Mr. Abualam
United Kingdom: Mr. Morgan
United States: Mr. Weaver
Venezuela: Mr. Bruni Celli
Yugoslavia: Mr. Tabor

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

Workers' group:
Mr. Abdali
Mr. Becker
Mr. Beermann
Mr. Bolin
Lord Collison
Mr. Coppo

Mr. ben Ezzedine
Mr. Kane
Mr. Monk
Mr. Möri
Mr. Morris
Mr. Pimenov

The following regular members were present only at the sitting held on 26 June 1968:

Government group:
Cameroon: Mr. Nzo Ekhah Nghaky
Chile: Mr. Yávar
India: Mr. Mathew
Malaysia: Mr. Aziz
Philippines: Mr. Ople

Employers' group:
Mr. Martínez-Espino O.

Workers' group:
Mr. Faupl

The following regular members were absent during the whole session:

Employers' group:
Mr. Georget
Mr. Ofurum

Workers' group:
Mr. Borha
Mr. Haraguchi

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

Government group:
Australia: Mr. Hill
Belorussia: Mr. Shel dov
Chad: Mr. Yamsala
Kenya: Mr. Mbathi
Mexico: Mr. de Santiago López
Morocco: Mr. Rekouak
Pakistan: Mr. Shaikh
Peru: Mr. Solari Swaye
Sweden: Mr. ASTRÖM
Uruguay: Mr. Gros Espiell

Employers' group:
Mr. Ghayour
Mr. Fennema
Mr. Bannerman-Menson
Representatives of international intergovernmental organisations:

United Nations: Mr. Casson.
Office of the United Nations High Commissioner for Refugees: Mr. Sadry.
United Nations Development Programme: Mr. Etchats.
United Nations Educational, Scientific and Cultural Organisation: Mr. Unterbrunner.
Food and Agriculture Organisation of the United Nations: Mr. Neheimia.
World Health Organisation: Mr. Sacks.
International Monetary Fund: Mr. Jones.
General Agreement on Tariffs and Trade: Mr. Sobels.
Organisation of American States: Mr. Migone.
European Communities: Mr. Vinck.
Intergovernmental Committee for European Migration: Mr. Natale.
League of Arab States: Mr. El-Akkad.

Representatives of international non-governmental organisations:

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

Substitutes and advisers:

Mr. Aguillon, accompanying Mr. Brilliante.
Mr. Al-Kilidar, substitute for Mr. Yasseen.
Mr. Al-Wakil, substitute for Mr. Yasseen.
Mr. Alon, accompanying Mr. Kidron.
Mr. Aponte, substitute for Mr. Brunellini.
Mr. Aslanyan, accompanying Mr. Goroshkin.
Mr. Asscher, accompanying Mr. Sadry.
Miss Barnett, substitute for Mr. Hill.
Mr. Becerra, accompanying Mr. Natale.
Mr. Bengtsson, substitute for Mr. Aström.
Mrs. Bidart de López, substitute for Mr. Gros Espiel.
Mr. de Bois, accompanying Mr. Casson.
Mr. Borisov, substitute for Mr. Goroshkin.
Mr. Brattström, accompanying Mr. Aström.
Mr. Bukhari, substitute for Mr. Shaikh.
Mr. Cárdenas Rodríguez, substitute for Mr. de Santiagó-López.
Mr. Carrasco, substitute for Mr. Santa Cruz.
Mr. Chandrasekharan, accompanying Mr. Lagasse.
Mr. Corbeil, accompanying Mr. Mainwaring.
Mr. Cordero Celballos, accompanying Mr. Brunelli.
Mr. Dall, accompanying Mr. Bergenström.
Mr. Delisle, substitute for Mr. Mainwaring.
Mr. Despres, substitute for Mr. Mainwaring.
Mr. Díaz, accompanying Mr. García Inchaústegui.
Mr. Dumont, substitute for Mrs. Zaeffner de Govemecche.
Mr. Easton, accompanying Mr. Morgan.
Mr. Elliman, accompanying Mr. Weaver.
Mr. Ewerlöf, substitute for Mr. Aström.
Mr. Fahim, substitute for Mr. Abualam.
Mr. Fall, accompanying Mr. Morgan.
Mr. Fasifi-Hill, substitute for Mr. Rekioak.
Mr. Fishburn, accompanying Mr. Weaver.
Mr. Fujii, substitute for Mr. Okabe.
Mrs. Gallo de Muller, accompanying Mr. Santa Cruz.
Mr. García Martínez, accompanying Mr. Lagasse.
Mr. Gilbert, substitute for Mr. Neilan.
Mr. Goosse, accompanying Mr. Heyer.
Mr. Grita, accompanying Mr. Agò.
Mr. Hammar, accompanying Mr. Bergenström.
Mr. Henninger-Heaton, substitute for Sir George Pollock.
Mr. Hood, accompanying Lord Collison.
Miss Ilia, substitute for Mr. Tabor.
Mr. Jacheck, accompanying Mr. Pavlik.
Mr. James, accompanying Mr. Morgan.
Mr. Kadi, substitute for Mr. Yamsala.
Mr. Kobushko, accompanying Mr. Goroshkin.
Mr. Kunogi, substitute for Mr. Okabe.
Mr. Larraín, accompanying Mr. Santa Cruz.
Mr. Larrue, substitute for Mr. Parodi.
Mr. LAWYER, substitute for Mr. WEAVER.
Mr. LEE Yan, accompanying Mr. CHENG.
Mr. LEE Yen-ping, substitute for Mr. CHENG.
Mr. LEVIN, accompanying Mr. ÅSTRÖM.
Mr. LINDBERG, accompanying Mr. ÅSTRÖM.
Mr. LÓPEZ GUEVARA, substitute for Mr. OVIEDO.
Miss LÓPEZ ORTEGA, substitute for Mr. de SANTIAGO-LÓPEZ.
Mr. LÖw, substitute for Mr. ERDMANN.
Miss LUNSINGH MEIJER, accompanying Mr. PELLINKHOF.
Mr. McDermott, accompanying Mr. MAINWARING.
Mr. McKINNON, accompanying Mr. MAINWARING.
Mr. MAT NOR, accompanying Mr. PATHMANABAN.
Mr. de MERLIS, accompanying Mr. MAINWARING.
Mr. MERMILLOD, substitute for Mr. WALINE.
Mr. MIKOLEIT, accompanying Mr. KNOLLE.
Mr. MILLER, substitute for Sir George POLLOCK.
Mr. MOCHI-ONORI, accompanying Mr. SALVI.
Mr. NAGY, substitute for Mr. BAKONYI-SEBESTYÉN.
Mr. NOGUEIRA FILHO, accompanying Mr. CUMPLIDO.
Mr. OECHSLIN, accompanying Mr. LAGASSE.
Mr. ORTIZ RODRÍGUEZ, accompanying Mr. GARCÍA INCHÁUSTEGUI.

Mr. PACHACHI, accompanying Mr. YASSEEN.
Mr. PANIKKAR, accompanying Mr. BOGLIETTI.
Mr. PAVEC, accompanying Mr. PARODI.
Mr. PERSONS, accompanying Mr. WEAVER.
Mr. PESHKOV, substitute for Mr. SHELDOV.
Mr. PIACITELLI, accompanying Mr. AGO.
Mr. POZHARSKY, accompanying Mr. GOROSHKIN.
Mr. RANA, substitute for Mr. MATHEW.
Mr. RENAUD, accompanying Mr. FENNEMA.
Miss RENAULT, accompanying Mr. WALINE.
Miss REYES, substitute for Mr. BRILLANTES.
Mr. Ribeiro, accompanying Mr. CUMPLIDO.
Mr. SAUVILLAN, accompanying Mr. VINCK.
Mr. SCHLOTFELDT, substitute for Mr. ERDMANN.
Miss SIMBOLOTTI, accompanying Mr. AGO.
Mr. SOHLMAN, substitute for Mr. ÅSTRÖM.
Mr. TERRA ILARRAZ, substitute for Mr. YLLANES RAMES.
Mr. THOMAS, substitute for Mr. KNOLLE.
Mr. URRUTIA, substitute for Mrs. ZAEFFERER de GOYENECHE.
Mr. VASILIEV, substitute for Mr. SHELDOV.
Mr. WACHOB, accompanying Mr. WEAVER.
Mr. WEEMAES, accompanying Mr. HILL.
MINUTES OF THE FIRST SITTING

(Friday, 31 May 1968—10.35 a.m.)

The Governing Body was composed as follows:

CHAIRMAN: Mr. Ago.

Mr. Abid Ali, Mr. Abualam, Mr. Amede, Mr. Andriansitohaina, Mr. Bakonyi-Sebestyén, Mr. Becker, Mr. Beermann, Mr. Bergensström, Mr. Bolin, Mr. Borisov, Mr. Brilliante, Mr. Bruni Celli, Mr. Cheng, Lord Collison, Mr. Coppo, Mr. Erdmann, Mr. Enzadine, Mr. Georget, Mr. Kane, Mr. Knolle, Mr. Larrieu, Mr. Mainwaring, Mr. Mbonjo-Ejangue, Mr. Merani, Mr. Monk, Mr. Morgan, Mr. Möri, Mr. Morris, Mr. Nasr, Mr. Neilan, Mr. Nottidge, Mr. Okabe, Mr. Oviedo, Mr. Pathmanaban, Mr. Pimentel, Sir George Pollock, Mr. Purpura, Mr. Salei, Mr. Santa Cruz, Mr. Stidibé, Mr. Tabor, Mr. Tata, Mr. Vázquez Garzón, Mr. Wajid Ali, Mr. Waline, Mr. Weaver, Mr. Yasseen, Mrs. Zaefferer de Goyeneche.

OPENING OF THE SESSION

The Chairman welcomed all those present, particularly those attending a Governing Body session for the first time, and in so doing extended a special welcome to Mr. Merani, who was again representing the Indian Government after a period of absence.

FIRST ITEM ON THE AGENDA: APPROVAL OF THE MINUTES OF THE 171ST SESSION

Subject to a correction notified orally by Mr. Borisov, the Governing Body approved the minutes of the 171st Session.


Mr. Möri said that the Worker members had given careful thought to the Office paper, and particularly to the survey of outstanding questions, which they had found highly informative. He would, however, refrain from discussing these questions in detail and confine himself to expressing the Workers' support for the recommendations in the third part of the Office paper sketched the broad lines of possible ILO action to remedy the shortcomings of existing international standards, it should have pinpointed more explicitly the need for standards on trade union activities at the undertaking and workplace levels. In February 1968 the WFTU had sent the Director-General a memorandum pointing to the defects of existing standards on trade union activities at those levels, and setting forth the reasons why a new Convention on the subject was required. In so doing, it had taken account of provisions contained in existing ILO instruments which placed specific responsibilities on trade unions at the undertaking and workplace levels—in particular the Examination of Grievances Recommendation and the Communications at the Level of the Undertaking Recommendation, both adopted in 1967—and of many measures taken in different countries to ensure the effective discharge of those responsibilities.

Finally, while the WFTU wanted to foster democracy in the trade union movement through the organisation of rank-and-file members at the undertaking and workplace levels, it was stoutly opposed to company unions.

The Chairman observed that in paragraph 33 of the Office paper the Governing Body was invited to decide whether the report on the protection of workers' representatives in the undertaking should cover facilities granted to them.

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1 See below, Appendix II.
Mr. Möri had asked that the Office report on the fourth question listed in paragraph 106 of the paper should lay greater stress on trade union rights than on civil liberties. The heart of the problem, however, was that civil liberties were a prerequisite to any progress in the field of trade union rights. That indeed had been the belief underlying the resolution adopted by the International Labour Conference at its 51st (1967) Session, which called on governments to ratify the international Covenants on human rights.¹ The intention had been that the ILO should commemorate the International Year for Human Rights by recognising the fundamental link between trade union rights and civil liberties.

Mr. Bolin referred to the interesting information contained in the Office paper on many important questions which merited Conference action sooner or later.

He agreed with the Director-General on the wisdom of postponing adoption by the Conference of further standards on human resources until there had been a chance to assess the progress of the World Employment Programme and to draw lessons from it, though individual topics such as training for older workers and part-time employment might well be ripe for Conference action long before that.

The subject of protection of workers’ representatives was so important as to deserve unanimous support. The law and practice report should clearly cover the question of facilities, which formed an integral part of the right to protection and without which that right might prove meaningless in practice.

There was a great need for early ILO action to check atmospheric pollution in the working environment. Preparatory work was desirable, however, before the question was put on the Conference agenda. He hoped that the meeting of experts referred to in paragraph 58 of the Office paper would be held as soon as possible.

As regards the question of trade union rights and civil liberties, it was only too true that neither were properly respected in some parts of the world, and eloquent advocacy of them was all too readily forgotten in times of difficulty. Though responsibility for safeguarding them usually lay, as it must, with the authorities and workpeople in each community, international organisations could help by highlighting problems and setting generally acceptable guidelines. It was to define the specific role when so much had to be done; but the Governing Body should not ask for a law and practice report without defining its scope. While it was true that, as observed in paragraph 102 of the Office paper, protection for citizens was so important as to deserve unanimous support, the law and practice report should cover the question of facilities, which formed an integral part of the right to protection and without which that right might prove meaningless in practice.

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The intention had been that the ILO should commemorate the International Year for Human Rights by recognising the fundamental link between trade union rights and civil liberties.

all four subjects listed in paragraph 106 of the Office paper and their hope that the precise scope of the item on trade union rights and civil liberties in particular would thus be clarified. As Mr. Hill and Mr. Borisov had pointed out, the decision on the Conference agenda would not be taken until the 173rd Session.

Mr. Pimenov observed that the protection of workers’ representatives in the undertaking was a matter of vital interest to workers in all regions, countries and branches of industry. It was the key to effective participation by the workers in a whole series of decisions directly affecting their employment conditions. The ILO should therefore draw up specific standards to enable workers’ representatives to perform their functions without let or hindrance, subject only to control by the workers’ elected bodies.

In its memorandum of February 1968, referred to by Mr. Boglietti, the World Federation of Trade Unions had recounted the contribution made by the Federation—at the time an organisation representative of all trade union movements throughout the world—to the preparatory work on Conventions Nos. 87 and 98. It had expressed the strong hope that further ILO standards on trade union rights would be worked out to take into account labour and trade union developments since 1947, while putting forward specific proposals which the Office might use as a basis for its work, especially in preparing the law and practice report now under discussion, and which deserved serious consideration, supported as they were by a large number of international and national trade union organisations.

As regards the question raised in paragraph 33, if workers’ representatives were to enjoy full protection, then consideration ought to be given to specific standards on the facilities to be afforded them, for example the grant of premises, and freedom of movement and action within the undertaking both for the workers’ elected bodies and for individual representatives.

Mr. Santa Cruz fully supported the proposal that law and practice reports should be prepared on the subjects set out in paragraph 106 of the Office paper. The report on the protection of workers’ representatives in the undertaking should cover facilities, as suggested in paragraph 33.

In proposing a study of trade union rights and civil liberties, the Director-General had shown a keen awareness of the joint role of all organisations in the United Nations system as the champions and defenders of human rights. While Mr. Bolin had distinguished between “collective” and “individual” rights, in fact the rights referred to in the Office paper were all covered by the Universal Declaration of Human Rights and the international Covenants on human rights and were individual rights, even though sometimes they might be exercised collectively. For over 20 years the organisations in the United Nations system had recognised that human rights, which were both inalienable and inseparable, were the very foundation of democracy and freedom. Civil and political rights, moreover, were crucial to the effective enjoyment of economic, social and culture rights; and it was on this basis that the proposed report on trade union rights could not afford to ignore the subject of civil liberties.

In preparing the report, the Office should proceed in close consultation with the United Nations and take account of the work done by United Nations bodies such as the Commission on Human Rights and its Sub-Commission on Prevention of Discrimination and Protection of Minorities.

Mr. Oviedo welcomed the extremely informative Office paper. Like Mr. Hill, he was struck by the close relationship between the question of protection of workers’ representatives and that of trade union rights and civil liberties, and considered that a combination of the two items would be worth considering. As for the important subject of protection against hazards arising from benzene, it would perhaps be more appropriate to follow past practice in dealing with other highly specialised questions, and continue to examine it at the technical level.

This, and the combination of the two items already suggested, would make it possible to give greater attention to some of the many other matters of major importance referred to in the second section of the paper and not yet discussed at the Conference. For example, the problem of the outflow of trained specialists from both the developing and many of the industrialised countries was causing growing concern to governments, universities and labour institutes and deserved to be placed on the agenda of an early Conference session. The ILO already had a great deal of information on the problem at its disposal and might also make use of the valuable work done elsewhere, for example the excellent study produced by a seminar recently held under the auspices of the University of Lausanne and with the assistance of Michigan State University.

Mr. Merani advocated including an item on labour administration in the agenda of the 54th (1970) Session of the Conference. The efficient organisation of national labour departments was a matter of special interest to developing countries, as had been clearly seen in the discussion of the subject at the Conference in 1953 and confirmed by the experience of the past 15 years.

Sir George Pollock, as a participant in the technical meeting referred to in paragraph 27 of the paper, recalled that the meeting had discussed both the protection and the facilities to be granted to workers’ representatives in the undertaking. Even though it might be difficult to differentiate the two aspects, the aim should be to draw up an effective, coherent instrument and not fall into the common error of trying to cover too wide a field. It would therefore be wise not to deal with both subjects in the instrument.

The subject of protection was in itself one of great importance and already quite large enough for the Conference to tackle. One of its aspects, dealt with in paragraph 28 of the Office paper, namely whether protection should be afforded to trade union representatives or to all workers’ representatives, was an important issue in many countries—though admittedly not in the United Kingdom—and would rightly take up a great deal of time at the Conference. Also reported in paragraph 28 was the view of some experts at the meeting—including the speaker himself—that the subject of facilities was not suitable for an international instrument because of the wide variety of existing national practices.

Mr. Weissengberg welcomed the Office’s forward-looking paper on questions likely to concern the ILO in the years ahead. It would be extremely useful, for example, if the ILO could come to grips with the grave problem of noise abatement, dealt with in paragraphs 59 to 61, perhaps by convening a preliminary meeting of experts.

Another urgent task—referred to in paragraphs 62 and 63—was the revision of the list of occupational diseases appended to the Employment Injury Bene-
fits Convention, 1964 (No. 121). In spite of the adoption by the Conference at its 48th (1964) Session of a resolution calling for the convening of a committee of experts and revision of the list, and subsequent repeated requests by Mr. Weissenberg for such a committee, it had still not met.

While civil liberties had always been vital to the safeguarding of trade union rights, it would be a mistake to treat them as identical. In fact, the civil liberties cited as examples in paragraph 102 had been recognised since the days of the French Revolution as belonging to all individuals, and trade unionists could lay no special claim to them. Trade union rights, on the other hand, had evolved more recently; they were collective rights, and the problem was to ensure that workers collectively enjoyed rights fully corresponding to the civil liberties granted to them as individuals. That was the socially progressive approach which the law and practice report should embody.

Mr. Gros Espiell endorsed the proposal in paragraph 106, since all four of the proposed items were of great interest.

The question of protection of workers' representatives should, for the time being, be limited to that aspect which concerned protection proper; this would give the Conference a more precisely defined subject to deal with.

Before deciding to place the item on trade union rights and civil liberties on the agenda, the Governing Body should make it clear that the item was mainly concerned with the relationship between them and not with the pre-eminence of one set of rights over the other. Trade union rights would be meaningless in the absence of civil liberties, with which they were intimately bound up. Some rights, it was true, were more properly exercised by individuals, others by groups; but all of them were human rights and recognised as such in the Universal Declaration of Human Rights and in the two United Nations Covenants on Human Rights.

Mr. Rehbonath welcomed the useful information in the Office paper. The ILO, conscious of the imperatives of true social progress, had always set great store by the recognition and observance of trade union rights and civil liberties; however, valuable though the standards which it had adopted on the subject might be, and even though they were characterised by a flexible and realistic approach, it must be recognised that standard-setting was not the real key to economic and social development. While it was gratifying to note that operational activities were being stressed more and more, what was really needed now was a clearer grasp of the kind of practical aid the ILO should give the developing countries, in co-operation with the rest of the United Nations family. The purpose of basic standards should be to guide and inspire operational activities, which would succeed only if human rights and civil liberties—including the right to protection of workers' representatives in the undertaking—were properly safeguarded.

The subject of protection of workers' representatives and that of trade union rights and civil liberties were sufficiently related to justify merging them in a single item. Important though such an item would be, however, priority should be given to more dynamic questions with a direct bearing on workplace conditions and the lot of the workers themselves. The subject of family benefits should be retained, while that of benzene hazards might be further explored at the technical level.

Mr. Tata feared that the subject of "trade union rights and civil liberties" might exceed the competence of the ILO. As an employer, he was always ready to uphold the right of trade unions to act in defence of their members' legitimate interests; but it sometimes happened that their activities were turned to improper political purposes. He hoped that the proposed law and practice report would differentiate between what were and what were not legitimate trade union activities, since only the former fell within the proper province of the ILO. The far broader question of civil rights generally was a concern of the United Nations, and not a matter for treatment in the law and practice report.

Mr. Åström associated himself with the position stated by Mr. Hill. He added that a discussion on the rights of workers' representatives in undertakings without consideration of the facilities for their exercise was unlikely to be very productive.

Lord Collison commended Mr. Weissenberg for having eloquently drawn attention to the many important topics covered by the Office paper in addition to those on which law and practice reports were being suggested. One was that of national labour departments, rightly emphasised by Mr. Merani. Another was noise abatement, which in the light of recent research findings lent itself to the adoption of precise standards. Still another was occupational cancer, which deserved early consideration by a group of experts.

He was glad that it was proposed to draw up a law and practice report on benzene hazards; indeed he favoured the preparation of such reports on all of the suggested topics.

On the question of facilities for workers' representatives in undertakings, Sir George Pollock had been right in stressing the wide variety of existing practices; these depended not only on the degree of the country's development, but also on the size and nature of the undertaking. It did not follow, however, that the matter was not one for Conference action. The fact was that facilities were being provided, and on an increasingly wide scale. The adoption of at least a Recommendation was therefore fully warranted.

He opposed merging the question of the protection of workers' representatives with that of trade union rights and civil liberties, which in itself raised sufficiently complex and wide-ranging issues. To ensure that workers as individuals enjoyed elementary civil liberties was one thing; but, over and above that, they needed proper protection in the collective pursuit of their legitimate occupational interests, which in some cases might not even take the form of organised trade union action. This implied appropriate safeguards against abusive prosecution under a variety of statutes ranging from the law of contract—as in the case of work stoppages—to the law of tort and conspiracy.

In view of the vastness and complexity of the entire question, he would reserve his final position until he saw the proposed law and practice report, to which he looked forward with keen interest.

Mr. Morris observed that though trade union rights ought properly to be considered as an extension of normal civil liberties, in practice they constituted a separate problem. Legal restraints and inhibitions
imposed on trade union action might have the effect of denying to the group certain rights guaranteed to the individual. Many of the rights enjoyed by workers collectively were in fact the product of years of struggle with employers, and sometimes with the government.

Paragraph 102 of the Office paper contained the following sentence: "As adequate protection in these matters for trade unionists is essentially a particular case of such protection for citizens generally, it would seem necessary, before elaborating further ILO standards in the matter, to consider how far further ILO action for this purpose should take the form of new standards, of some new form of co-operation with the United Nations in matters involving civil liberties, or of some combination of these." Did this mean that an extension of the competence of the United Nations to what was considered to be the general area of concern of the ILO was being contemplated?

The Director-General assured Mr. Morris that the sentence was meant to imply nothing beyond its actual wording. Its possible implications could, of course, be explored fully when the Governing Body came to discuss the matter in detail.

The Chairman observed that it seemed generally agreed that law and practice reports should be prepared on all four of the proposed topics.

The suggestion that the item on protection of workers' representatives and that on trade union rights and civil liberties might be merged did not seem practicable; the former was a very specific topic, the latter a very broad one, and any attempt at combined treatment would merely blur the identity of both.

As to whether the report on protection of workers' representatives should also cover the subject of facilities, the Director-General might be asked to adopt the broadest possible formula. That would give the Governing Body at its 173rd Session a clear basis for differentiating between the two.

Sir George Pollock begged leave to differ. His concern was to get an effective international instrument, and the field of inquiry should now be clearly delimited with that end in view. A discussion on the subject of facilities was, in view of the wide variety of national practices, likely to get bogged down in detail and end up in confusion. The subject of protection, on the other hand, while complex enough, was very basically documented in the report of the meeting of experts and much more likely to lend itself to precise standards.

Mr. Móri, in reply to Sir George Pollock, expressed the hope that the Director-General in preparing his law and practice report would take due account not only of the report of the meeting of experts but also of the debate to which it had given rise in the Governing Body and of the present discussion.

The Chairman was confident that the Director-General would be able to distinguish the essential from the subsidiary. Perhaps the word "facilities" was misleading. The real issue was that of safeguards required to make protection effective.

Reverting to the question of trade union rights and civil liberties, he wondered whether it was not over-optimistic to assume that the latter, simply because they were older, were more generally respected. Freedom, like peace, was indivisible, and the problem was how to establish the climate of civil liberty without which trade union rights could not flourish.

Mr. Oviedo drew attention to the point he had raised earlier in connection with the item on benzene hazards.

The Chairman, in reply, pointed out that there would be full opportunity at the 173rd Session to discuss the merits of the various topics proposed for inclusion in the Conference agenda.

The Governing Body adopted the recommendation in paragraph 106 of the Office paper.

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

SECOND SUPPLEMENTARY REPORT

Study Group on Spain

The Director-General wished to report to the Governing Body, after consulting its Officers, on certain developments which had occurred since the report had been issued.

After the receipt of the invitation of the Spanish Government of 11 May 1967, he had been in continuous negotiations with the Spanish authorities. At the beginning of those negotiations, he had informed the Spanish Government of the decision taken by the Governing Body at its 169th Session on 2 June 1967 on the basis of the proposals made by the Committee on Freedom of Association and the Workers' Group. During the course of those negotiations, the Spanish Government had undertaken, through the normal legislative procedures, to cover developments in the social and trade union fields. That legislation was currently in the process of discussion by the competent Spanish authorities, and would be presented later to the Cortes and would be decided on by the Cortes before November 1968.

In those circumstances, the Spanish authorities had felt that a study group at that point in time could have been interpreted in the country as an interference in the sovereign affairs of the country, and that the study group should have the opportunity to examine the newly enacted legislation and so to express its views on the new realities of the situation and not on the old legislative situation.

Therefore, it was the view of the Spanish authorities that the study group should be sent to Spain after the enactment of the legislation. At the same time, the Spanish authorities and the Director-General had reached agreement on the necessary conditions for the study group to visit Spain and make the study on the basis of the decision taken by the Governing Body. In the view of the Spanish authorities, the question was one of time. They had informed the Director-General that they were prepared to welcome the study group after the enactment of the legislation currently under discussion. That was how the question stood and how he had reported on it to the Officers of the Governing Body.

In view of the importance of this development, he had had an official exchange of letters with the Spanish Government, which confirmed that the discussions with the Government corresponded to the account he had just given of them.

The Governing Body took note of the report and of the Director-General's statement.

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1 See Minutes of the 171st Session of the Governing Body, first and second sittings.
2 See also below, second and third sittings.
3 See below, Appendix XIV.
THIRD 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

Mr. Waline expressed reservations on behalf of the Employer members concerning the experts' report. The report contained a number of incorrect and unfair statements and, if it were to be disseminated as proposed in paragraph 3 of the covering Office paper, it should be accompanied by an account of the discussion on it in the Governing Body.

Paragraph 40 of the report referred to the problems encountered in securing the full support of employers for training schemes, alleging a lack of awareness on their part of the benefits training could bring them. These were surprising statements indeed, particularly to one who, like the speaker, had observed continuously for some 40 years the efforts made by employers in his own country in the planning and organisation of training.

If industry could not always rely on an adequate supply of skilled workers, that was not necessarily the employers' fault: workers, once trained, might leave the industry—as indeed they had every right to do; as for qualitative shortcomings in the training itself, these more often than not arose from an excessively theoretical approach on the part of public training institutions, rather than from defects in industry training schemes, which were closely tailored to production requirements.

Paragraph 42, moreover, observed that "it was relatively easy to arouse the interest of large undertakings in giving training, partly because such action could be dramatic and might have advertising value". To ascribe the training efforts which many industrialists made, and of which they were justifiably proud, to nothing more than hunger for publicity was unacceptable.

The reference to "poaching" in paragraph 40 called for a word of comment. While it was true that some employers who gave training did lose workers to others who did not, the experts appeared to have overlooked the efforts made by employers' organisations, often in co-operation with government and unions, to deal with the problem. In France, all undertakings were subject to an apprenticeship tax proportionate to the amount of wages paid, and those employers who took the initiative in setting up public training facilities were entitled to rebates on the tax. Thus some degree of redress was afforded to them against "poaching" on the part of others. Moreover, in order to help the smaller companies, industrial chambers had set up collective training facilities to meet the needs of groups of undertakings. These matters were barely touched on in the report. The truth was that in a field such as vocational training only full co-operation between all concerned—employers, authorities and trade unions—could yield satisfactory results.

The report mentioned that, in addition to the experts appointed by the Governing Body, the meeting had been attended by a person made available by a government and by four consultants supplied by the ILO. In view of the limitations placed on the size of expert meetings—particularly as regards employer and worker participants—he hoped that such situations might be avoided in future. If such persons were really qualified experts, there seemed to be no reason why they could not attend the meeting as full-fledged participants appointed by the Governing Body.

Mr. Móri observed that a number of points raised by Mr. Waline called for detailed discussion. In view of the shortness of time, could the item be postponed until the 173rd (November 1968) Session?

Mr. Hill pointed out that negotiations were under way with a view to holding in Australia in December 1968 one of the meetings referred to in paragraph 3(b) of the Office paper, and that if the discussion on the report was postponed until November that would leave very little time for the preparations.

Mr. Móri suggested that the item might be dealt with at the Governing Body's post-Conference sitting rather than in November.

Mr. Móri doubted that that would be possible, in view of the considerable amount of other business which the Governing Body would have to deal with after the Conference.

In reply to a question from Mr. Waline, the Chairman said that it would not be necessary, as he understood it, for the experts' report to be communicated to the meeting to be held in Australia.

The Governing Body postponed further consideration of the report to its 173rd Session.

FOURTH ITEM ON THE AGENDA: REPORT OF THE COMMITTEE OF EXPERTS ON THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS (38th Session, Geneva, 18-29 March 1968) ¹

Mr. Borisov had no objection to the Governing Body taking note of the report, it being understood that his Government reserved the right to comment on it at the Conference.

The Governing Body took note of the report.

FIFTH ITEM ON THE AGENDA: REVIEW OF THE LIST OF STATES OF CHIEF INDUSTRIAL IMPORTANCE ²

Mr. Bukhari confirmed his Government's reservation on the question of principle, already stated on a previous occasion.

Mr. Mbonjo-Ejangue, observing that reviews of the list of States of chief industrial importance took place periodically, considered it timely that the forthcoming review should coincide with the 53rd (1969) Session of the Conference, on which occasion his Government would make its views known. In the meantime, he asked that his reservation should be noted.

The Governing Body adopted the recommendations in paragraph 11 of the first Office paper, paragraph 4 of the second paper and paragraph 3 of the third paper.

(The sitting closed at 1 p.m.)

Approved by the Governing Body at the first sitting of its 173rd Session, held on 12 November 1968.

George L. P. Weaver, Chairman.
MINUTES OF THE SECOND SITTING
(Friday, 31 May 1968—3.30 p.m.)

The Governing Body was composed as follows:

CHAIRMAN: Mr. Ago.

Mr. Abid Ali, Mr. Abualam, Mr. Amede, Mr. Andriantsitohaina, Mr. Beermann, Mr. Bergenström, Mr. Bolín, Mr. Borisov, Mr. Brillantes, Mr. Bruni Celli, Mr. Cheng, Lord Collison, Mr. Coffé, Mr. De Bock, Mr. den Ezzedine, Mr. Kane, Mr. Knolle, Mr. Larrue, Mr. Löw, Mr. Mainwaring, Mr. Mbonjo-Ejangue, Mr. Merani, Mr. Monk, Mr. Morgan, Mr. Möri, Mr. Morris, Mr. Nagy, Mr. Nasr, Mr. Neilan, Mr. Noltidje, Mr. Okabe, Mr. Oviedo, Mr. Patamanaban, Mr. Pimenov, Sir George Pollock, Mr. Purpura, Mr. Salvi, Mr. Sánchez Madariaga, Mr. Santa Cruz, Mr. Sidibé, Mr. Tabor, Mr. Tula, Mr. Végh Garzón, Mr. Wajid Ali, Mr. Waline, Mr. Weaver, Mr. Yasseen, Mrs. Zaefferer de Goyeneche.

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

Mr. Borisov stated that, for the reasons explained by his Government on many earlier occasions, he would take no part in the discussion or decisions on the Committee's reports.

HUNDRED AND FOURTH REPORT

I. Introduction

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

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

The Governing Body adopted the recommendations in paragraphs 10 (Case No. 529: Peru) and 14 (Case No. 532: Peru) of the report.

III. Cases Which the Committee Considered Did Not Call for Further Examination

The Governing Body adopted the recommendations in paragraphs 27 (Case No. 479: Nicaragua), 31 (Case No. 467: Dominican Republic) and 48 (Case No. 522: Dominican Republic) of the report.

IV. Definitive Conclusions in the Case relating to Colombia (Case No. 534)

The Governing Body adopted the recommendation in paragraph 66 of the report.

V. Interim Conclusions in the Case relating to India (Case No. 493)

The Governing Body adopted the recommendations in paragraph 86 of the report.

HUNDRED AND FIFTH REPORT

I. Introduction

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

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

The Governing Body adopted the recommendation in paragraph 13 of the report.

III. Cases Which the Committee Considered Did Not Call for Further Examination

The Governing Body adopted the recommendations in paragraphs 20 (Case No. 292: United Kingdom), 33 (Case No. 467: Dominican Republic) and 49 (Case No. 530: Uruguay) of the report.

IV. Definitive Conclusions in the Cases relating to Ecuador (Cases Nos. 473 and 477)

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

V. Interim Conclusions in the Cases relating to Portugal (Case No. 266), the Dominican Republic (Case No. 350), Japan (Case No. 398), Guatemala (Case No. 442), India (Case No. 493), Argentina (Case No. 503), Morocco (Cases Nos. 524 and 528), Panama (Case No. 531) and Indonesia (Case No. 537)

The Governing Body adopted the recommendations in paragraphs 147, 172, 182, 194, 201, 223, 245, 275, 288 and 301 of the report.

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

FIRST REPORT

FINANCIAL AND GENERAL QUESTIONS

Audited Accounts for 1967 and Auditor's Report

The Governing Body recommended the Conference to adopt the audited accounts for 1967.

Appointment of Auditor and Deputy Auditor

(a) reappointed Mr. Breie as auditor for a further period of one year from 1 April 1969; and
(b) reappointed Mr. Jergensen as deputy auditor for a further period of one year from 1 April 1969.

Occupation of Posts and Temporary Appointments at 1 April 1968

1968 Regular Budget Account at 30 April 1968

The Governing Body took note of these sections of the report.
Proposals concerning the Financing of Expenditures Not Provided For in the Programme and Budget for 1968

Review of the List of States of Chief Industrial Importance.

The Governing Body decided that, subject to its other decisions concerning the Committee of Experts on States of Chief Industrial Importance, the cost of the meeting, estimated not to exceed $7,000, should be financed in the first instance and as far as possible by savings in Part I of the budget of 1968, and that any remaining balance of the cost should be financed by a charge to item 18 (unforeseen expenditure) of the 1968 budget if and to the extent that funds were available under that item, and thereafter by means of a withdrawal from the Working Capital Fund, subject to reimbursement in accordance with article 21 of the Financial Regulations.

Proposed Meeting in 1968 of the Joint ILO/IMCO Committee on Maritime Safety Training.

The Governing Body decided that, if it should decide that the ILO should participate in a meeting of the Joint ILO/IMCO Committee on Maritime Safety Training in 1968, the cost of such participation, estimated not to exceed $8,200, should be financed in the first instance and as far as possible by savings in Part I of the budget of 1968, and that any remaining balance of the cost should be financed by a charge to item 18 (unforeseen expenditure) of the 1968 budget if and to the extent that funds were available under that item, and thereafter by means of a withdrawal from the Working Capital Fund, subject to reimbursement in accordance with article 21 of the Financial Regulations.

Report of the Building Subcommittee

The Governing Body approved the definitive plan submitted by the team of architects for the construction of the new headquarters building at an estimated cost of $23,369,000.

SECOND REPORT

PERSONNEL AND ADMINISTRATIVE QUESTIONS

Statement by a Staff Representative

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

Proposed Amendments to the ILO Staff Regulations

Amendment concerning Expenses upon Termination (Article 9.7).

The Governing Body approved, with effect from 1 June 1968, the amendment to article 9.7 of the Staff Regulations as set out in the annex to the report.

Amendments concerning Travel and Removal Expenses (Annex III).

The Governing Body:

(a) approved, with effect from 1 June 1968, the amendments to Annex III of the Staff Regulations as set out in the annex to the report; and

(b) decided that the additional cost involved in 1968, estimated not to exceed $7,000, should be financed in the first instance and as far as possible by savings in Part I of the budget of 1968, and that any remaining balance of the cost should be financed by a charge to item 18 (unforeseen expenditure) of the 1968 budget if and to the extent that funds were available under that item, and thereafter by means of a withdrawal from the Working Capital Fund, subject to reimbursement in accordance with article 21 of the Financial Regulations.

Amendment concerning Special Duty Allowances at Geneva (Article 3.8).

The Governing Body:

(a) approved, with effect from 1 June 1968, the amendment to article 3.8 of the Staff Regulations as set out in the annex to the report; and

(b) decided that the additional cost involved in 1968, estimated not to exceed $6,000, should be financed in the first instance and as far as possible by savings in Part I of the budget of 1968, and that any remaining balance of the cost should be financed by a charge to item 18 (unforeseen expenditure) of the 1968 budget if and to the extent that funds were available under that item, and thereafter by means of a withdrawal from the Working Capital Fund, subject to reimbursement in accordance with article 21 of the Financial Regulations.

Composition of the Administrative Tribunal of the International Labour Organisation

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

"The General Conference of the International Labour Organisation;

In accordance with article III of the Statute of the Administrative Tribunal;

Extends the term of office of Mr. Letourneur (France) and Mr. Markose (India) respectively as Judge and Deputy Judge of the Administrative Tribunal of the International Labour Organisation for a further period of three years."

Report of the Administrative Board of the ILO Staff Pensions Fund

The Governing Body:

(a) took note of the amendment of Administrative Rule No. 22, effective from 1 July 1968, and decided to communicate the amendment to the International Labour Conference at its forthcoming 52nd Session; and

(b) decided to submit to the International Labour Conference at the same session the following resolution:

"The General Conference of the International Labour Organisation;

Decides that the contribution of the International Labour Organisation to the Pensions Fund for 1969 under article 7, paragraph (a), of the Staff Pensions Regulations shall be 14 per cent of the pensionable emoluments of the members of the Fund;,

Decides that, for the year 1969, the officials mentioned in article 4, paragraph (a) (i), of the ILO Staff Pensions Regulations shall continue to pay an additional 1 per cent of their pensionable emoluments (making a total of 7½ per cent) and those mentioned in article 4, paragraph (a) (ii), an additional ½ per cent (making a total of 5½ per cent)."

Report of the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund)

Report of the Board of Trustees of the Special Payments Fund

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

1 See above, first sitting, and below, third sitting.
2 See below, p. 19, and third sitting.
3 See Confidential Appendix, second report.
**Appointments to the Administrative Board of the ILO Staff Pensions Fund and to the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund)**

The Governing Body recommended that the Conference reappoint the present members and substitute members for the period to 8 October 1971, and that it appoint Mr. W. M. Yoffee (United States) substitute member for the same period, so that the Conference would be represented as follows:

**Members**

- Mr. H. S. Kirkaldy (United Kingdom), former Professor of Industrial Relations at the University of Cambridge; former substitute member of the Governing Body;
- Mr. P. Juhl-Christensen (Denmark), Director, International Relations Department of the Ministries of Labour and Social Affairs;
- Mr. André Heilbronner (France), Counsellor of State.

**Substitute Members**

- Mr. Ernst Kaiser (Switzerland), Actuarial Adviser, Swiss Federal Office of Social Insurance;
- Mr. Bengt Hamdahl (Sweden), Director of Legal Affairs, Ministry of Social Affairs;
- Mr. William M. Yoffee (United States), Technical Liaison Officer in Social Security Administration, Department of Health, Education and Welfare for the period from 11 July 1968 to 8 October 1971 on the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund) and for the three years from 9 October 1968 to 8 October 1971 on the Administrative Board of the ILO Staff Pensions Fund.

**THIRD REPORT**

**FINANCIAL AND GENERAL QUESTIONS**

**Proposed Adjustments to the Draft Programme and Budget for 1969**

The Governing Body decided:

(a) that the extra cost resulting from the addition of an item to the agenda of the 53rd Session of the International Labour Conference to provide for a general review of the reports of the Working Party on the Programme and Structure of the ILO, estimated at $18,250, should be financed by transfers within Part I of the budget for 1969; and

(b) that the additional costs resulting in 1969 from transfers within Part I of the budget for 1969; and

- that the views expressed in the Governing Body and, above all, of the ILO would be brought to the notice of the United Nations General Assembly at its 23rd Session, when it would be examining the rates payable to members of United Nations organs during attendance at meetings in Geneva.

Lord Collison expressed the Workers' willingness to postpone a decision on the proposed increase to the 173rd (November 1968) Session, by which time the United Nations General Assembly and the World Health Organisation would have had a chance to discuss the subject of allowances. Since this was already the second session at which the question had arisen, however, the Governing Body should settle it in November without fail, whether or not the General Assembly and WHO had reached decisions by then. Though it was not expressly stated in paragraph 59 of the report, the Committee had in fact decided to postpone consideration of the matter to November.

It was true that the Chairman had referred in the Committee to the allowances paid to Government members, but the speaker, for his part, had also understood him to express sympathy with the Workers' point of view. As regards his own remarks in the Committee, also mentioned by Mr. Fennema, he was inclined to believe that the Worker members of the Governing Body and, above all, of the ILO committees, were very probably in less favourable personal financial circumstances than their Employer colleagues.

The Chairman wished to make it clear that his remarks in the Committee had been made merely in passing, and not as an expression of support for one side or the other.

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

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1 See Confidential Appendix, third report.
2 See above, p. 11.
Action by the United Nations relating to the Budgetary and Financial Problems of the United Nations and the Specialised Agencies


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

Appointment to the Investments Committee of the International Labour Organisation

The Governing Body reappointed Colonel Terence Maxwell, Mr. Yves Oltramare and Mr. Ernst G. Renk as members of the Investments Committee for a further period of three years until 31 December 1971.

Thirty-fourth Report of the Administrative Committee on Co-ordination

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

Eighth Item on the Agenda: Report of the Allocations Committee 1

Mr. Mainwaring, speaking as Chairman of the Committee, said that the formula for new scales of assessment described in paragraphs 5 and 6 of the report represented an achievement few would have dared to hope for a year earlier. Accepted by the Committee, though not unanimously, at least without opposition, that formula was the result of strenuous effort and of the willingness of some governments to make significant concessions.

Governing Body members were aware of the acute differences of opinion which had prevailed in the Committee in the past. At the 171st Session and the present session the Committee had found it useful to conduct its meetings off the record, which explained why the various modifications in positions which had ultimately led up to the compromise formula were not recorded in the present report. Thanks were due to Committee members for the excellent progress thus made towards bringing the United Nations and ILO scales into closer alignment.

Furthermore, in addition to agreeing on the proposed formula, the Committee had agreed to continue its study of a long-term solution to the problem in a desire to lighten the burden of the developing countries. While not opposed to reasonable and practicable adjustments in the ILO scale, it remained convinced that they should take into account the historical background of each country’s current assessment and be made with the consent of the government concerned. Mr. Mainwaring had reiterated in the Committee the views expressed by his Government in the Finance Committee of Government Representatives at the 51st (1967) Session of the Conference concerning any increase in China’s current rate of assessment. His Government did not agree that the ILO scale should be brought into full conformity with that of the United Nations. While not opposed to reasonable and practicable adjustments in the ILO scale, it remained convinced that they should take into account the historical background of each country’s current assessment and be made with the consent of the government concerned. In 1957 the Conference had recognised China’s special financial difficulties by agreeing to a reduction in its rate of assessment. While not opposed to reasonable and practicable adjustments in the ILO scale, it remained convinced that they should take into account the historical background of each country’s current assessment and be made with the consent of the government concerned. Mr. Mainwaring had reiterated in the Committee the views expressed by his Government in the Finance Committee of Government Representatives at the 31st (1969) Session of the Conference concerning any increase in China’s current rate of assessment. His Government did not agree that the ILO scale should be brought into full conformity with that of the United Nations. While not opposed to reasonable and practicable adjustments in the ILO scale, it remained convinced that they should take into account the historical background of each country’s current assessment and be made with the consent of the government concerned.

Mr. Okabe paid tribute to Mr. Mainwaring’s efforts as Chairman of the Committee. His Government’s position of principle was one of support for harmonisation of the ILO scale with that of the United Nations, on condition that the burden of increases was distributed equally among all member States. While willing to pay its contribution at the increased rate, therefore, it wished to reserve its position on the report as a whole, which did not fully accord with its views.

Mr. Merani, while expressing his appreciation for the Committee’s and especially Mr. Mainwaring’s efforts in working out the compromise formula, hoped that governments still contributing at a lower rate in the ILO than in the United Nations would review their position well before further study of the matter and signify at an early date their consent to increases in their assessments. That alone would ensure speedy progress towards harmonising the ILO and United Nations scales, which were still far out of alignment.

Mr. Borisov thanked Mr. Mainwaring for his patient and effective efforts in tackling a complex problem. While it was true that the compromise formula was recommended without opposition, there had in fact been one abstention in the Committee, namely his own. For some years now, both in the Governing Body and in the Committee, his Government had made clear its inability to accept any increase in its ILO assessment. The crux of its argument had been that ILO member States must enjoy equality in all respects. Because that equality was denied to Socialist countries in regard to some highly important matters, such as offices at the Conference and in the Governing Body and posts in the secretariat, it had resisted any increase in its assessment.

Some welcome trends had, however, emerged of late in regard to the election of the President of the Conference, the composition of the Governing Body and the Office staff, and relations with employers from Socialist countries. In these circumstances, and even though—contrary to the principle that all member States which paid at a lower rate in the ILO than in the United Nations must share the burden of changes designed to achieve alignment of the two scales—the United States could not see its way to increasing its own contribution, the Soviet Government was now ready to change its own attitude in a desire to lighten the burden of the developing countries. Accordingly, in order not to stand in the way of a practical solution it had not opposed the compromise formula in the Committee, but had simply abstained, as it would also do in the Governing Body. At the same time, it made a plea to the United States Government to reconsider its position, having regard to recent developments which had made possible the compromise formula.

Mr. Cheng drew attention to paragraph 9 of the report. He had reiterated in the Committee the views expressed by his Government in the Finance Committee of Government Representatives at the 51st (1967) Session of the Conference concerning any increase in China’s current rate of assessment. His Government did not agree that the ILO scale should be brought into full conformity with that of the United Nations. While not opposed to reasonable and practicable adjustments in the ILO scale, it remained convinced that they should take into account the historical background of each country’s current assessment and be made with the consent of the government concerned.

Mr. Okabe paid tribute to Mr. Mainwaring’s efforts as Chairman of the Committee. His Government’s position of principle was one of support for harmonisation of the ILO scale with that of the United Nations, on condition that the burden of increases was distributed equally among all member States. While willing to pay its contribution at the increased rate, therefore, it wished to reserve its position on the report as a whole, which did not fully accord with its views.

Mr. Amede congratulated Mr. Mainwaring on his successful efforts. While able to accept the proposed formula, the Ethiopian Government was still anxious to see the ILO and United Nations scales ultimately brought into alignment and hoped that every effort to that end would be made during the interim period.

Mr. Bukhari joined in paying tribute to Mr. Mainwaring and the Committee for their patience and hard work. Unfortunately, his appreciation of the latter

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1 See below, Appendix VIII.
was tempered with some dissatisfaction at the results. Referring to Mr. Mainwaring’s own seven-stage proposal, placed before the Committee at the 171st Session of the Governing Body, he emphasised that the only way to settle once and for all the problem of assessment rates would be to bring the ILO and United Nations scales rapidly into full alignment. While he appreciated the concessions which had made the new formula possible, the latter was really just another makeshift solution. His position, briefly, was that of the French Government member as recorded in paragraph 8 of the report, with the exception of the last sentence. His Government reserved its right to raise the matter in the Finance Committee of Government Representatives of the Conference and on other occasions.

Mr. Persons commended the Committee and its Chairman on their hard-won success. He reassured Mr. Amede, Mr. Bukhari and others who wanted to see the two scales finally brought into alignment by pointing out that the new formula in no way prejudged the Committee’s final conclusions, as was indeed made clear in paragraph 5 of the report. The Committee had thought it better to make substantial and immediate progress while the current United Nations scale was still in force than to pursue a fruitless debate on the ultimate goal of full alignment of the scales. He hoped, therefore, that the report would be accepted by the Governing Body and serve as a useful basis for discussion by the Finance Committee of Government Representatives of the Conference.

Mr. Mbonjo-Ejangue, after congratulating the Committee’s Chairman and members, expressed the hope that the new compromise would serve as a basis for a lasting solution. Though anxious to play their part in the work of all international organisations, the developing countries faced problems which clearly warranted a reduction in their financial burdens. Though the Canadian proposal referred to by Mr. Bukhari had been fair and acceptable, the new compromise could be supported for the time being, pending the full alignment of the ILO and United Nations scales.

Mr. Tabor, while endorsing the Committee’s report and grateful to its Chairman and members, was not altogether satisfied by the compromise formula, since his Government remained committed to the earliest possible alignment of the ILO and United Nations scales.

Mr. Brillantes associated himself with the congratulations to Mr. Mainwaring and the members of the Committee. It was, however, disturbing for some of the developing countries to find themselves threatened with increased contributions in 1969, 1970 and 1971, to be paid out of limited resources on which their economic and social needs had first claim. The report failed, to explain why some countries were to have an increase and others a decrease in their assessments.

While merely reserving its position at present, the Government of the Philippines intended to raise the matter again in the Finance Committee of Government Representatives at the Conference. It hoped that after further consultations that Committee, perhaps on the basis of the compromise formula, could work out a solution more in keeping with the actual situation of the developing countries.

Mr. Abualam associated himself with the views expressed by Mr. Amede and Mr. Bukhari.

The Governing Body adopted the recommendations in paragraphs 6 and 11 of the report.

The Chairman expressed cordial thanks to Mr. Mainwaring and the Committee for their admirable efforts in arriving at the compromise formula.

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

Mr. Borisov, as Chairman of the Committee, introduced the report and commended its conclusions to the Governing Body.

Mr. Santa Cruz supported the Committee’s recommendations.

While welcoming the agreement between the ILO and UNIDO he understood that it had not been submitted to the last UNIDO Conference for the comments of governments. He hoped that, notwithstanding, it would be duly applied in practice. Co-operation had hitherto been sadly lacking between the ILO, FAO and UNESCO in the field of agricultural education, science and training, crucial though they were to developing economies. The guidelines now agreed upon by the three organisations, though largely provisional, should open a new chapter in the history of co-operation between them and put an end to old and wasteful rivalries. It was to be hoped that the details could be worked out in further inter-agency consultations, as provided for in the agreement, and that the aide-mémoire setting out the guidelines for co-operation between the three organisations would be duly approved.

Of course co-operation between the ILO and FAO should not be confined to agricultural education, but should be improved and expanded in other fields as well, in which there was still much room for progress. One of the obstacles to co-operation between the specialised agencies had been the failure of governments themselves to co-ordinate internally the policies of their representatives in the various bodies.

Mr. Bukhari welcomed the recommendations in paragraph 12 of the report and looked forward with confidence to growing co-operation between the ILO and UNIDO, which should especially benefit the developing countries.

The Governing Body adopted the recommendations in paragraphs 12 and 29 of the report.

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

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

Mr. Fennema reiterated the Employers’ opposition, recorded in paragraph 30 of the report, to the action proposed in resolution No. 67 of the Advisory Committee concerning paid educational leave for occupational and educational improvement.


1 See below, Appendix IX.
2 See below, Appendix X.
II. Building, Civil Engineering and Public Works Committee: Invitation of Non-Governmental Organisations to the Eighth Session

The Governing Body adopted the recommendation in paragraph 62 of the report.

III. Second Tripartite Technical Meeting for Mines Other than Coal Mines: Invitation of Non-Governmental Organisations

The Governing Body adopted the recommendation in paragraph 64 of the report.

IV. Periodic Reports on the Effect Given by the Office to Requests of Industrial Committees: Eighth Session of the Metal Trades Committee

V. Meetings of Industrial and Analogous Committees in 1970 and 1971

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

ELEVENTH ITEM ON THE AGENDA: REPORT OF THE FIFTIETH ANNIVERSARY COMMITTEE ¹

Mr. Waline, who had acted as the Committee's Chairman in Mr. Parodi's absence, expressed renewed thanks to Mr. Kaplansky for his work as fiftieth Anniversary Co-ordinator. He drew attention to the interesting summary of proposed national activities in Appendix I to the progress report submitted to the Committee.²

The history of the ILO, which, as explained in paragraph 5 of the report of the Committee, was to be written by Mr. Anthony Alcock, unfortunately could not be completed before 1970. He had therefore stressed in the Committee, as reported in paragraph 8, the desirability of making available at the 53rd (1969) Session of the Conference existing background material, such as Edward Phelan's Yes and Albert Thomas. Some of this material was extremely hard to obtain.

Mr. Mbonjo-Ejangue stated that the Government of Cameroon had set up a national committee to commemorate the ILO's fiftieth anniversary and that the Office would be kept duly informed of its work.

The Governing Body took note of the report.

TWELFTH ITEM ON THE AGENDA: COMPOSITION AND AGENDA OF COMMITTEES AND OF VARIOUS MEETINGS ³

FIRST PAPER

Composition and Agenda of Expert and Other Meetings to Be Held in 1969 ⁴

Preparatory Technical Maritime Conference.

Purpose and Agenda.

Mr. Borisov had no objection to the agenda suggested in paragraph 4 of the first Office paper. He noted, however, that according to the supplementary note a proposal from a trade union organisation to include an item in the Conference's agenda had been turned down after consultations with the leaders of the two groups of the Joint Maritime Commission. He hoped that this would not constitute a precedent: in future the Governing Body itself should take the decision on similar requests.

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

Composition.

Mr. Waline noted that in paragraph 6 the list of countries with at least 700,000 tons gross of merchant shipping was followed by a reference to Israel, New Zealand, Pakistan and the United Arab Republic. Presumably these four countries had been added on the proposal of the Joint Maritime Commission.

The Chairman confirmed that this was so.

The Governing Body adopted the proposals in paragraph 11 of the first Office paper.

Tripartite Technical Meeting on Dock Labour.

Purpose and Agenda.

Mr. Waline observed on behalf of the Employers that while resolution No. 93 of the Inland Transport Committee ¹ called for discussion of welfare facilities and certain other problems concerning dockworkers it did not specifically refer to safety and health. Yet these topics were included in the third item proposed for the agenda of the meeting in paragraph 14 of the first Office paper. When the Office altered the proposals of an Industrial Committee in this way it should explain why.

The Chairman considered that the Office had simply put a broad interpretation on the reference to welfare facilities in the resolution.

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

Composition.

The Governing Body adopted the proposal in paragraph 18 of the first Office paper.

Technical Meeting on Training of Teaching Staff for Industrial Training Schemes.

Purpose and Agenda.

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

Composition.

Mr. Waline, on behalf of the Employers' group, suggested that four of the experts should be drawn from employers' circles and four from workers' circles, rather than three as proposed.

Mr. Mōri concurred on the Workers' behalf.

The representative of the Director-General (Dr. Ammar, Deputy Director-General) pointed out that this would make it difficult to include the two proposed experts from the staff of educational authorities without reducing the number of Government participants. The Office considered the participation of two such experts to be vital in view of the number of educational institutions actively concerned with the topics on the meeting's agenda.

¹ See below, Appendix XI.
² Not reproduced here.
³ See also below, third sitting.
⁴ See below, Appendix XII, first paper.
Mr. Weaver urged acceptance of the composition proposed in the first Office paper or, failing that, increasing by two the total number of participants.

Mr. Morgan appealed to the Employers' and Workers' groups not to press their suggestion. Participation by two experts from the staff of educational authorities would give the ILO an invaluable opportunity for making its views on industrial training familiar in circles, particularly in western Europe, where such an awareness was badly needed.

Mr. Mörí stressed that neither the Workers' nor the Employers' group wished to put the Government members at a disadvantage; they simply wanted equality for all three groups. At the same time there was no question of excluding the two experts from the staff of educational authorities. The Worker members, however, were prepared not to press the suggestion.

Mr. Waine also expressed the Employers' readiness to withdraw it, provided that the present decision should not constitute a precedent.

The Governing Body adopted the proposals in paragraph 29 of the first Office paper.

International Congress on Occupational Safety and Health.

The Director-General, supplementing the information in the first Office paper, said that the Congress would of course be organised in full co-operation with the WHO.

Mr. Waine, on behalf of the Employer members, observed that the Office paper said little of the nature of the Congress, beyond the fact that it would be concerned with occupational safety and health, a subject whose importance no one questioned. What organisations would be entitled to send participants, how would the chairman of the Congress be appointed, and what authority would its conclusions have? These were the questions that called for an answer, especially since the Governing Body was discussing the matter for the first time and paragraph 136 of the draft programme and budget for 1969 gave no details.

The Director-General replied that the Congress was intended to mark the ILO's fiftieth anniversary with a special educational endeavour in the field of occupational safety and health, and fell outside the scope of usual ILO procedures. It was hoped to bring together the largest possible number of organisations and persons with a real interest in the subject. Proposals would be received from employers' and workers' organisations and from governments, however, and Governing Body members would be consulted. Further details could not be given at present, not yet having been worked out; but if the Governing Body desired he could consult its Officers before proceeding further in the matter.

Mr. Mörí emphasised the Workers' desire to see the principle of tripartism reflected in the composition of the Congress, in which all sectors should be represented in a balanced way.

Lord Collison, commenting on the agenda of the Congress as described in paragraphs 31 and 32 of the first Office paper, feared that it might achieve nothing if it tried to cover too wide a field in the limited time at its disposal. The subject of ergonomics alone, which formed just a part of one of the topics mentioned, was enormous. The most important problems of occupational safety and health were those common to all branches of industry, and it would be helpful, especially to the developing countries, if the Congress concentrated on the latest developments in tackling those problems instead of trying to cover too wide a range of highly specialised topics.

Agenda and Programme.

The Governing Body adopted the proposal in paragraph 33 of the first Office paper.

Composition.

The Governing Body took note of paragraph 34 of the first Office paper.


Mr. Morani repeated the reservation expressed by his Government at the last Governing Body session on the proposal to hold the seminar in Asia. The Government would prefer some other location.

SECOND AND THIRD PAPERS

Composition of Panels of Consultants

Panel of Consultants on Co-operation.

The Governing Body adopted the proposal in paragraphs 3 and 5 of the second Office paper.

Panel of Consultants on the Problems of Women Workers.

The Governing Body adopted the proposal in paragraph 8 of the second Office paper and paragraph 5 of the third Office paper.

Panel of Consultants on the Problems of Young Workers.

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

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

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

Additional Language Facilities at the Sixth Asian Regional Conference

Mr. Ghayour noted that article 22 of the rules concerning ILO regional conferences provided that the official languages of each conference should be determined by the Governing Body. Under paragraph 134 (g) of the Programme and Budget for 1967, the year originally set for the Sixth Asian Regional Conference, provision had been made for simultaneous interpretation at the Conference into English, French and Russian at a maximum of two sittings at a time. Now that the date had been shifted to 1968 it had been decided, apparently in an attempt to keep costs down, to dispense with interpretation from English into French and Russian, at an alleged saving of $55,000. That seemed a disproportionately large figure, however, when the whole budget of the Conference amounted to no more than $1,000,000. The danger of confusion was significant, and it was recommended that provision be restored.

* See also below, third sitting, and Appendix XIV, eighth supplementary report.

1 See below, Appendix XII, second and third papers.

2 See below, Appendix XII, second and third papers.
$235,840. By that reckoning interpretation from and into all three languages would cost $165,000—leaving no more than $70,000 to cover all other expenses!

The Working Party on Programme and Structure had always stressed the need to strengthen the Organisation's regional activities. Yet the usefulness of the most important regional institution of all, a regional conference, was now being actually reduced and, what was worse, in Asia, the largest and most populous continent. Nor was this the first time Asia had suffered from measures of retrenchment. Why discriminate against delegates who could not understand English? English-speaking delegates, it was argued, could be found in all Asian countries. But that was not the point: a highly trained expert with no knowledge of English should not be debarred for that reason from contributing to the Conference's work. The Governing Body had been led to understand that there would be full language facilities in three languages. That understanding must be respected, and no lesser arrangements were admissible.

The Director-General explained that the language facilities provided at a regional conference had always been geared to its particular needs. At its 115th (June 1951) Session the Governing Body, in deciding on the languages in which regional conference documents should appear, had agreed that a full Record of Proceedings should appear in one language only and that at an Asian conference the language should be English. The Governing Body had never taken any other formal decision on language facilities at regional conferences; other language arrangements were determined on the basis of the practical needs of each conference.

When the Governing Body had examined the 1967 programme and budget proposals, including the credit for the Sixth Asian Regional Conference, the site of the Conference had still been unknown, and the estimates had been based on a site in an Asian country of average distance from Geneva, namely Bangkok. As Governing Body members would recall, no invitations had been received for 1967, the main obstacle being the requirement that the inviting government should meet half of the costs.

In those circumstances, the Governing Body had considered a change in the allocation of costs for future regional conferences, and it was worth bearing in mind that this was the context in which, following consultations among the Asian members of the Governing Body and Asian delegates to the General Conference, the Japanese Government had extended an invitation to hold the Sixth Asian Regional Conference in Tokyo in 1968, it being understood that the expenditure should in no case exceed, and should if possible be less than, the budget estimates, even though these were based on a location nearer to Geneva. Accordingly, it had been decided that facilities in languages other than English could safely be cut down without prejudice to the success of the Conference, since in past experience no substantial use had been made of them. It was thus envisaged that interpretation would be provided from French and Russian into English, but not vice versa, and that the Office, reports, but not the working documents of the Conference, would be issued in both English and French. Members of the secretariat would be available to help individual delegates over linguistic difficulties at the Conference.

The provision of full facilities in French and Russian would entail sending 29 more officials to Tokyo at a cost of $55,000. In the past such expenditure would normally have been shared between the ILO and the host government; but in the present instance it would be difficult to go back on the commitment to the Japanese Government by asking it to contribute an additional sum towards providing facilities which, in the light of past experience, were likely to be of only limited use. If, however, the Governing Body supported Mr. Ghaour's request the additional cost, which would of course be calculated on the most economical basis, could be met if necessary by allocation of a supplementary credit.

Mr. Larrue observed that, since the credit for the Asian Regional Conference had been fixed, first, on the hypothesis of a site in a country of average distance from Geneva, namely Bangkok, and secondly, on the assumption that facilities would be provided in three languages, the decision to hold the Conference at a place much more distant from Geneva than that on which the original estimate was based might entail a supplementary credit to cover extra transport costs; but that was no reason for cutting down on the language facilities originally planned.

Mr. Borissov agreed. If the Conference was to function normally, additional interpretation from English into French and Russian must be provided, as at previous Asian regional conferences. Yet moves had been made, he understood, to alter the arrangements for the Conference. Mr. Aoki, the preceding Chairman of the Governing Body, had asked him if facilities in Russian could not be reduced. He had replied that these facilities were indispensable because the persons to attend from the Soviet Union were experts who, without interpretation into Russian, would be unable to participate effectively. He appealed to the Director-General to reconsider the matter and to try to arrange for full interpretation from and into the three languages as originally intended. Failing that, the Governing Body might require more detailed information when it met in June on the steps proposed to ensure the success of the Tokyo Conference.

Mr. Okabe stated that on the basis of the commitment just explained by the Director-General the Japanese Government had made financial provision for the Conference for which it had recently obtained the Diet's approval. While not intending any prejudice against French and Russian, it had understood that the success of the Conference would not be jeopardised by curtailing facilities in those languages. It would in fact be placed in an awkward position if asked to contribute a further sum towards providing full language facilities.

The Director-General felt that it would be improper to reopen with the Japanese Government the question of the amount of its contribution. The crux of the problem was whether the cost of providing full language facilities in French and Russian could be met out of the credit at present available or whether a supplementary allocation by the Governing Body would be required. The question of cost would be looked into, and if a supplementary credit was found necessary the Governing Body could take a decision under its normal procedure, either when it met in June or after the Tokyo Conference at its 173rd Session.

Mr. Mori welcomed Mr. Ghaour's initiative. It would be a mistake to curtail facilities in French and Russian, especially the former, which was after all an official ILO language. He asked that the Gov-
erning Body should have an opportunity to reconsider the matter when it met in June, as the Director-General had suggested.

It was so decided.¹

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

The Governing Body noted that no paper was before it on this item of its agenda.

FOURTEENTH ITEM ON THE AGENDA: REPORT OF THE DIRECTOR-General (cont.)²

I. Obituary

Mr. Waline, who had known the late Mr. Paal Berg personally since before the Second World War, paid tribute on behalf of the Employers' group to the outstanding service he had rendered the ILO as Chairman of the Governing Body, President of the Conference and in many other eminent positions, his exceptional gifts as a lawyer, and above all his courageous leadership of the Norwegian underground resistance movement during the occupation of his country.

Mr. Mōri fully associated the Workers' group with Mr. Waline's statement.

The Chairman felt that the Government members would doubtless wish to join in paying tribute to the deceased.

The Governing Body requested the Director-General to convey its sympathy to the family of the late Mr. Paal Berg and to the Norwegian Government.

II. Composition of the Organisation

The Chairman welcomed the admission of Mongolia to the Organisation, which brought the number of member States to 118.

Mr. Borisov felt certain that all Governing Body members would wish to extend warm congratulations to Mongolia on its entry.

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

III. Composition of the Governing Body

IV. Progress of International Labour Legislation

V. Internal Administration

VI. Publications

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

FIRST SUPPLEMENTARY REPORT³

Renewal of the Appointment of a Member of the Appeals Board Panel

Mr. Waline stated that, as in the past, the Employer members would refrain for reasons of principle from taking part in the Governing Body's decision on this question.

Mr. Borisov reiterated the hope he had expressed on previous occasions that the Appeals Board could soon be dispensed with.

The Governing Body adopted the proposal in paragraph 2 of the report.

THIRD SUPPLEMENTARY REPORT¹

Interpretation of Decisions of the International Labour Conference

Miss Barnett, referring to the Office memorandum in Part IV of the report, considered that the question raised by the Hong Kong Commissioner of Labour concerning the Minimum Age (Underground Work) Convention, 1965 (No. 123), was an important one, especially for federal States and States with non-metropolitan territories. The Australian Government regarded the interpretation given in the memorandum as correct so far as it went. It should, however, have been made clear that when national legislation fixed the minimum age for underground work in mines at 18 it was open to a member State to specify a minimum age of 16 in the declaration appended to its ratification of the Convention and so to obviate the need for legislation and other measures to give effect to Articles 4 and 5. Thus, if the United Kingdom specified 16 as the minimum age in declaring the Convention applicable to Hong Kong, the situation in that territory would be in conformity with Articles 4 and 5. This principle must be upheld if a country in which different minimum ages were prescribed by constitutionally independent legislatures was not to be at a disadvantage in its attempts to ratify the Convention.

The Governing Body took note of the report.

FOURTH SUPPLEMENTARY REPORT¹

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

Mr. Waline said that the Employers' group had not completed its consultations of experts and interested parties on the Code and asked that consideration of it should be postponed to the next session.

Mr. Morgan, supporting that request, indicated his Government's intention of informing the Office of certain differences of opinion between its own experts and the compilers of the Code.

Mr. Mōri, pointing out that the Code had already been before the Governing Body at its last session, urged, on behalf of the Workers' group, that its publication should be authorised at the 173rd Session without fail.

Mr. Waline explained that, since the Code had appeared only in French and English, it had had to be translated into other languages to enable experts with no knowledge of English or French to make their comments, and that took a great deal of time.

The Governing Body postponed consideration of the report to its 173rd Session.

¹ See below, third sitting.
² See also above, first sitting, and below, third sitting, and Appendix XIV.
³ See below, Appendix XIV.
FIFTH SUPPLEMENTARY REPORT

Implementation of the Recommendation concerning the Status of Teachers (Joint ILO-UNESCO Action)

The Governing Body adopted the proposals in paragraphs 6, 7 and 9 of the report.

SIXTH SUPPLEMENTARY REPORT

Proposals regarding the Joint ILO/IMCO Committee on Maritime Safety Training

The Governing Body adopted the proposals in paragraph 8 of the report.

SEVENTH SUPPLEMENTARY REPORT

Report of the Officers of the Governing Body

Invitation to Mauritius to Be Represented by an Observer Delegation at the 52nd Session of the International Labour Conference.

The Governing Body adopted the proposal in paragraph 2 of the report.

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

Requests by Non-Governmental Organisations to Be Represented by Observers at the 52nd Session of the International Labour Conference.

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

Fifteenth Item on the Agenda: Programme of Meetings

First Paper

Programme for 1969

Place of the Second Session of the Inter-American Advisory Committee.

The Governing Body accepted with gratitude the invitation of the Government of El Salvador to hold the Second Session of the Inter-American Advisory Committee in San Salvador.

(The sitting closed at 6.25 p.m.)

Approved by the Governing Body at the first sitting of its 173rd Session, held on 12 November 1968.

George L. P. Weaver, Chairman.
MINUTES OF THE THIRD SITTING

(Wednesday, 26 June 1968—3.30 p.m.)

The Governing Body was composed as follows:

CHAIRMAN: Mr. Agó, followed by Mr. Weaver.

Mr. Abid Ali, Mr. Abualam, Mr. Amede, Mr. Andriantsihotaina, Mr. Aziz, Mr. Bakonyi-Sebestyén, Mr. Bannerman-Menson, Mr. Beermann, Mr. Bergström, Mr. Bolin, Mr. Bruni Celli, Lord Collison, Mr. Coppo, Mr. De Bock, Mr. Despres, Mr. ben Ezedine, Mr. Fennema, Mr. Ghayour, Mr. Goroshkin, Mr. Grila, Mr. Henniker-Heaton, Mr. Hernandez, Mr. Knolle, Mr. Lee Yen-ping, Mr. Mathew, Mr. Monk, Mr. Morgan, Mr. Möri, Mr. Morris, Mr. Nasr, Mr. Neilan, Mr. Nottidge, Mr. Nzo Ekah Nghaby, Mr. Okabe, Mr. Ople, Mr. Ouied, Mr. Parodi, Mr. Sánchez Madariaga, Mr. Schlofledt, Mr. Tabor, Mr. Terra Ilarraz, Mr. Wajid Ali, Mr. Waline, Mr. Weaver, Mr. Yasseen, Mr. Yávar, Mrs. Zaefser de Goyeneche.

Absent: Mr. Sidibé.

Tribute to Mr. San Sebastián

The Chairman expressed the Governing Body's deep gratitude to Mr. San Sebastián of Argentina, President of the International Labour Conference at its 52nd (1968) Session, who was present at the sitting, for his brilliant, firm and efficient conduct of the Conference debates.

Sixth item on the Agenda: Reports of the Committee on Freedom of Association (concl.)

Mr. Goroshkin specified that the attitude of the Government of the USSR to the Committee and its work, as indicated at previous sessions of the Governing Body, remained unchanged.

Hundred and Sixth report

I. Introduction

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

II. Definitive Conclusions in the Case relating to Argentina (Case No. 541)

The Governing Body adopted the recommendations in paragraph 19 of the report.

III. Interim Conclusions in the Case relating to Canada (Case No. 523)

The Governing Body adopted the recommendations in paragraph 45 of the report.

Seventh item on the Agenda: Reports of the Financial and Administrative Committee (concl.)

Proposals concerning the financing of expenditures not provided for in the Programme and Budget for 1968:

Proposed study group on the labour and trade union situation in Spain

Mr. Knolle informed the Governing Body that the Financial and Administrative Committee had just met and approved the proposal contained in a paper submitted to it concerning the proposed study group on the labour and trade union situation in Spain. The Committee's recommendation was now before the Governing Body.

The Governing Body decided that, if it should decide to appoint a study group on the labour and trade union situation in Spain the cost of the first stage of the study group's work, estimated not to exceed $21,500, should be financed in the first instance and as far as possible by savings in Part I of the budget of 1968, and that any remaining balance of the cost should be financed by a charge to item 18 (unforeseen expenditure) of the 1968 budget if and to the extent that funds were available under that item, and thereafter by means of a withdrawal from the Working Capital Fund, subject to reimbursement in accordance with article 21 of the Financial Regulations.

Twelfth item on the Agenda: Composition and Agenda of Committees and of various meetings (concl.)

Fourth paper

Composition of Expert Meetings to be held during the Remainder of 1968

Meeting of Experts on the Programming of Pre-vocational Training Schemes.

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

Meeting of Experts on Statistics of Wages and Employee Income.

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

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

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

1 See above, second sitting.
2 See below, pp. 21-22.
3 See above, second sitting.
4 See below, Appendix XII, fourth paper.
Joint ILO/FAO/IMCO Meeting of Consultants on Safety of Fishing Vessels.

The Governing Body adopted the proposals in paragraphs 19 and 21 of the fourth Office paper.

Joint UN/ILO Inter-Regional Seminar on Youth Service Programmes.

The Governing Body adopted the proposals in paragraphs 24, 26 and 28 of the fourth Office paper.

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

EIGHTH SUPPLEMENTARY REPORT

Provision of Certain Facilities in the French and Russian Languages at the Sixth Asian Regional Conference (Tokyo, 2-14 September 1968) Mr. Bergenström considered it an excellent thing that there should be interpretation into French and Russian at the Sixth Asian Regional Conference, but was not quite satisfied with the way in which this matter had been presented in the report. The impression conveyed was that the approved budget credit had not included provision for such interpretation but that it would nevertheless be provided without any increase in the credit. However, paragraph 146 (g) of the programme and budget proposals submitted to the Governing Body at its 164th (February-March 1966) Session showed that the original estimates had in fact included the cost of interpretation into French and Russian.

Mr. Ghayour concurred in Mr. Bergenström's remarks.

The representative of the Director-General (Mr. Riches, Treasurer and Financial Comptroller) explained that the language facilities which it was now proposed to provide within the approved budget credit included, in addition to interpretation into French and Russian, the translation into those languages of the most important documents to be submitted to the Conference. The credit had not originally been intended to cover such translation.

The Governing Body took note of the report.

NINTH SUPPLEMENTARY REPORT

Second Report of the Officers of the Governing Body

Mr. Waline remarked that the omission of "unanimously" before "recommend" in paragraphs 1 and 2 of the report was doubtless due to a typing error since the recommendations of the Officers were invariably unanimous.

He presumed that the representatives of the intergovernmental organisations mentioned in paragraph 1 would have observer status at the Second European Regional Conference.

The Chairman confirmed that Mr. Waline's understanding was correct on both points.

Mr. Möri, referring to paragraphs 4 and 6 of the report, pointed out that the Public Services International and the International Federation of Commercial, Clerical and Technical Employees were not trade secretariats of the ICFTU, but independent organisations which co-operated with the ICFTU.

Invitations to Intergovernmental Regional Organisations to Be Represented at the Second European Regional Conference (Geneva, 2-14 December 1968).

The Governing Body adopted the proposal in paragraph 1 of the report.

Invitations to Intergovernmental Regional Organisations to Be Represented at the Sixth Asian Regional Conference (Tokyo, 2-14 September 1968).

The Governing Body adopted the proposal in paragraph 2 of the report.

Requests by Non-Governmental Organisations to Be Represented by Observers at Regional Conferences.

Sixth Asian Regional Conference.

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

Second European Regional Conference.

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

Appointment of a Study Group to Examine the Labour and Trade Union Situation in Spain.

Mr. Möri, on behalf of the Worker members, asked that the proposal in paragraph 9 should be amended to reproduce in full the terms of reference of the study group, as set out in the recommendation in paragraph 28 of the 100th Report of the Committee on Freedom of Association, which had been adopted by the Governing Body at its 166th Session.

The Workers were concerned at an apparent tendency to base the work of the study group on the new trade union legislation currently being drafted in Spain. In order, therefore, to preclude any misunderstanding, they wished the Director-General to submit to the Governing Body, at one of its forthcoming sessions, a paper restating both the terms of reference of the study group and the guarantees which the Director-General had been asked to seek in respect of its work and which, in a statement made in the Resolutions Committee at the 52nd (1968) Session of the Conference, the Spanish Government representative had given a solemn undertaking to provide.

The Chairman assured Mr. Möri that the Governing Body's earlier decisions with regard to the study group were not being questioned and accordingly hoped that the Workers would not press their request. It seemed that the simplest course would be to delete the words "to examine the labour and trade union situation in Spain" from the proposal in paragraph 9. It would then be clear that the study group would have the terms of reference previously laid down by the Governing Body and operate subject to the guarantees which it had outlined.
Mr. Mori accepted the Chairman's suggestion on that understanding.

The Governing Body adopted the proposal in paragraph 9 of the report, subject to the deletion of the words to examine the labour and trade union situation in Spain.

### FIFTEENTH ITEM ON THE AGENDA: PROGRAMME OF MEETINGS (conc.)

#### SECOND PAPER

**Programme for 1968**

Joint ILO/FAO/IMCO Meeting of Consultants on Safety of Fishing Vessels.

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

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

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

Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers.

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

Joint UN/ILO Inter-Regional Seminar on Youth Service Programmes.

The Governing Body took note of these sections of the Office paper.

Committee of Experts on States of Chief Industrial Importance.

The Governing Body adopted the proposal in paragraph 8 of the Office paper.

Joint ILO/IMCO Committee on Maritime Safety Training.

The Governing Body noted of this section of the Office paper.

**General Programme for the Remainder of 1968.**

The Governing Body noted that, having regard to the information contained in the Office paper and to the decisions which it had just taken and those taken previously, the programme of meetings for the remainder of 1968 would be as set out in the appendix to the Office paper.

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**Programme for 1969**

Mr. Mori, noting that it was proposed to hold the Seventh Session of the Chemical Industries Committee in Geneva from 28 April to 9 May 1969, hoped that arrangements would be made on 1 May to enable the Workers' delegates to take part in the local May Day procession.

The Chairman assured Mr. Möri that this matter would be considered by the Director-General.

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

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

#### Sixth Asian Regional Conference

The Governing Body appointed the following delegation to represent it at the Sixth Asian Regional Conference (Tokyo, 2-14 September 1968):

**Government group:** The Chairman of the Governing Body (Mr. Weaver)  
Mr. Amede (Ethiopia)  
Mr. Oviedo (Colombia)

**Employers' group:** Mr. Nasr  
Substitute: Mr. Yoshimura

**Workers' group:** Mr. Beermann  
Substitute: Mr. Möri

Building, Civil Engineering and Public Works Committee (Eighth Session)

The Governing Body appointed the following delegation to represent it at the Eighth Session of the Building, Civil Engineering and Public Works Committee (Geneva, 30 September-11 October 1968):

**Chairman and Government group representative:** Mr. Pozharsky (USSR)

**Employers' group:** Mr. Gonzales Blanco  
Substitute: Mr. Bastid

**Workers' group:** Mr. Coppo

Second Tripartite Technical Meeting for Mines Other than Coal Mines

The Governing Body appointed the following delegation to represent it at the Second Tripartite Technical Meeting for Mines Other than Coal Mines (Geneva, 18-29 November 1968):

**Chairman and Government group representative:** Mr. Purpura (Italy)

**Employers' group:** Mr. Ghayour  
Substitute: Mr. Fennema

**Workers' group:** Mr. Möri

Second European Regional Conference

The Governing Body appointed the following delegation to represent it at the Second European Regional Conference (Geneva, 2-14 December 1968):

**Government group:** The Chairman of the Governing Body (Mr. Weaver)  
Mr. Brillantes (Philippines)  
Mr. Nzo Ekhah Nghaky (Cameroon)

**Employers' group:** Mr. Villanes Ramos  
Sir George Pollock

**Substitute:** Mr. Yoshimura

**Workers' group:** Mr. Faupl  
Mr. ben Ezzedine

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1 See above, second sitting, and below, Appendix XV.
3 For the 1969 programme see ibid., p. 223.
4 See below, Appendix XVI.
SEVENTEENTH ITEM ON THE AGENDA: QUESTIONS ARISING OUT OF THE 52ND SESSION OF THE INTERNATIONAL LABOUR CONFERENCE

Action to Be Taken on Resolutions Adopted by the Conference


The Governing Body adopted the proposals in paragraphs 3 and 5 of the Office paper.

Fourth Report of the Resolutions Committee

The Governing Body adopted the proposal in paragraph 8 of the Office paper.

EIGHTEENTH ITEM ON THE AGENDA: ELECTION OF OFFICERS FOR 1968-69

Election of the Chairman

Mr. Oviedo, on behalf of the Government group, proposed the election of Mr. Weaver, United States Government representative, as Chairman of the Governing Body. Mr. Weaver, after serving as Special Assistant to the United States Secretary of Labor, had been appointed in 1961 to his present post of Assistant Secretary of Labor for International Affairs. In that capacity, he had led the United States delegation at several sessions of the International Labour Conference. Though still a young man, Mr. Weaver had a long and distinguished record of service to his own country and to the international community. Most of his life had been spent in the labour movement where he had gained extensive experience as an administrator in the field of civil rights and international labour affairs. In 1941, he had joined the staff of the Congress of Industrial Organisations (CIO) as a member of the War Relief Committee. In 1942, he had been appointed Assistant to the Secretary-Treasurer of the CIO and Director of the CIO Civil Rights Committee, and had continued to serve in both capacities until the CIO had merged with the American Federation of Labor (AFL). He had subsequently been appointed Executive Secretary of the AFL-CIO Civil Rights Committee. In 1958, he had become Assistant to the President of the International Union of Electrical, Radio and Machine Workers (IUE), and in that capacity had directed the political education and labour affairs programmes of the IUE.

Mr. Weaver had carried out a number of special assignments for the Government of the United States and the International Confederation of Free Trade Unions. In 1950, he had been appointed Special Assistant to the Chairman of the National Security Resources Board, and during the period between 1950 and 1960 he had undertaken several missions to the Far East and South-East Asia to work on labour problems for the ICFTU. In 1967, he had been appointed a member of the newly established Board of Vocational Education of the Washington Technical Institute.

Mr. Weaver had been awarded the Eleanor Roosevelt Key for outstanding service to the world community and had received an honorary degree of Doctor of Laws from Howard University, Washington, DC. He had been the first United States citizen to be presented with the Malayn honorary award of the Panglima Mangku Megara. He was a life member of the National Association for the Advancement of Coloured People.

Mr. Wajid Ali expressed the Employers' wholehearted support for the nomination. Mr. Weaver, who had rendered valuable service to the Governing Body and the Conference in many capacities—in particular as Chairman of the Committee on Discrimination—was not only a man of outstanding personal qualities. He was also a symbol—a living token of the manner in which the great American nation had succeeded in achieving equality for all its citizens, regardless of racial origin.

Mr. Mōri supported the nomination on behalf of the Workers' group. Mr. Weaver was a man of rare intellectual boldness, great clarity of mind and determination. Moreover, he was an expert on discrimination, as had been further evidenced by his excellent speech at the 52nd (1968) Session of the Conference in which he had outlined a comprehensive programme of action in that field. The Workers felt great satisfaction on seeing a former trade unionist become a government man, a statesman and, now, a chairman of the Governing Body. Mr. Weaver's presence in the chair would certainly help to give the Director-General the support which he needed to implement ILO programmes.

The Chairman said that members of the Governing Body who had heard Mr. Weaver's speech at the 52nd Session of the Conference had been deeply impressed by the passage in which he had expressed his deep faith in the future of the United States. By electing Mr. Weaver as Chairman of the Governing Body for the important term which would mark the ILO's fiftieth anniversary, they wished to demonstrate their esteem for him and their friendship and admiration for his country and to show that they shared his faith and ideals.

The Governing Body unanimously and by acclamation elected Mr. Weaver, representative of the Government of the United States, as its Chairman for 1968-69.

(Mr. Weaver took the Chair.)

The Chairman (Mr. Weaver) was deeply appreciative of the honour conferred on him by his election as Chairman of the Governing Body of the ILO—an organisation which represented one of the greatest hopes for the future of mankind and for peace and justice. He was especially grateful to Mr. Oviedo, Mr. Wajid Ali and Mr. Mōri for their generous remarks, and to Mr. Ago, whose gracious reference to the United States had been most heartening because it indicated that, in his own speech at the Conference, he had succeeded in expressing his conviction, and that of the overwhelming majority of his fellow citizens, that his country was moving rapidly in the right direction.

He would do his utmost to justify the confidence which the Governing Body had placed in him.

Election of the Vice-Chairmen

Mr. Wajid Ali, on behalf of the Employers' group, proposed that Mr. Wajid Ali, whose vigour and efficiency seemed to increase with the years, as did the Em-
ployers' affection for him, should be re-elected as the Employer Vice-Chairman of the Governing Body.

He took the opportunity of congratulating Mr. Weaver, whom the Employers held in high regard, on his election as Chairman.

Lord Collison, on behalf of the Workers' group, proposed that Mr. Móri, who had been associated with the ILO for about 25 years and was well known to all members for his humanity, humour and integrity, should be re-elected as Worker Vice-Chairman.

He congratulated Mr. Weaver, with whom he had had the pleasure of working on various Conference committees and whom he was proud to call his friend, on his election. Mr. Weaver would certainly discharge his duties as Chairman to the great advantage of the ILO.

The Governing Body unanimously and by acclamation elected Mr. Waline as Employer Vice-Chairman and Mr. Móri as Worker Vice-Chairman for 1968-69.

TRIBUTE TO THE OUTGOING CHAIRMAN

Mr. Waline, after congratulating Mr. Weaver on his election, expressed gratitude to the outgoing chairman. During his term of office, Mr. Ago had not only demonstrated the attributes which members of the Governing Body had long known him to possess—a nimble mind, vast legal knowledge, subtlety and diplomacy; he had also proved to be a highly competent linguist. In fact, Mr. Ago was a man of such diverse qualities that he would certainly continue to amaze his colleagues by revealing new and unsuspected talents.

Mr. Móri also congratulated the new Chairman and expressed the Workers' warm thanks to Mr. Ago, who, like Mr. Weaver, was their friend and would fortunately remain a member of the Governing Body.

Mr. Parodi said that, in nominating Mr. Ago for the chairmanship a year previously, the Government members had been secure in the knowledge that they were making a judicious choice. Mr. Ago's performance during his term of office had fulfilled their high expectations and they were deeply appreciative of his fair and wise guidance, which had enabled the Governing Body to overcome many difficulties.

The Director-General considered that the main qualities which had twice marked out Mr. Ago as an outstanding chairman were authority, sound judgment—based on tremendous experience as an international lawyer and a keen understanding of contemporary social forces—and the passionate approach to problems that was vital to the ILO's efforts to promote better international understanding and cooperation and peace. Mr. Ago's help had enabled the Director-General and the staff to solve some extremely difficult and delicate problems, and the Vice-Chairmen of the Governing Body would doubtless readily endorse the view that he had been directly responsible for many important changes in the ILO, particularly those which had taken place during the past year.

Mr. Ago was deeply touched by the warm and friendly remarks of the Chairman, the Vice-Chairmen, Mr. Parodi and the Director-General. Such results as he had achieved during his term of office should be attributed mainly to the members of the Governing Body, the Director-General and the staff, for whose unfailing assistance he was deeply grateful.

(The session was declared closed at 4.50 p.m.)

Approved by the Governing Body at the first sitting of its 173rd Session, held on 12 November 1968.

George L. P. Weaver, Chairman.
APPENDICES

APPENDIX I

Agenda

1. Approval of the minutes of the 171st Session.
5. Review of the List of States of Chief Industrial Importance.
7. Reports of the Financial and Administrative Committee.
12. Composition and agenda of committees and of various meetings.
15. Programme of meetings.
17. Questions arising out of the 52nd Session of the International Labour Conference.

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


I. Prospective Agenda for the 54th (1970) Session

1. In accordance with the Standing Orders and normal practice, the Governing Body is required at its present session to give preliminary consideration to the agenda of the 54th (1970) Session of the International Labour Conference and to decide the questions on which it wishes to have more detailed proposals or law and practice reports at its 173rd Session (November 1968) so that it may then take a final decision on the agenda of the 54th (1970) Session of the Conference.

2. The Conference at its 54th (1970) Session will necessarily have before it the following items:

   - Report of the Director-General.
   - Information and reports on the application of Conventions and Recommendations.
   - The following items are likely to be carried forward for second discussion from the 53rd (1969) Session:
     - Holidays with pay.
     - Minimum wage-fixing machinery and related problems, with special reference to developing countries.
     - Special youth employment and training schemes for development purposes.

3. It will also be necessary for the Conference to consider in some form such programme and budget proposals and other financial questions as it may be necessary to put before it in 1970. Hitherto, the Conference at each session has had before it an item entitled "Programme and Budget proposals and other financial questions". At its 52nd (1968) Session, however, the Conference will have before it a proposal that, beginning with the 1970-71 period, the Programme and Budget of the International Labour Organisation should be adopted for a two-year, instead of a one-year, financial period. If this proposal is adopted by the Conference, the 54th Session in 1970 will be the first at which the Conference will not be called upon to adopt a budget. There will, however, be at least one other financial question before the Conference at that session, namely the adoption of the audited accounts for 1969; there may be other questions which should be included under this item. In these circumstances, it is premature to decide at the present stage in what form such questions should be considered at the 54th (1970) Session of the Conference. It is therefore suggested that a decision regarding the form in which these questions should be considered at that session should be deferred to a later date.

4. The following items are likely to be carried forward for second discussion from the 53rd (1969) Session:

   - Human resources;
   - Industrial relations;
   - Social security;
   - Employment policy;
   - Wages policy;
   - Hours of work, rest periods and holidays;
   - Rural development;
   - Maritime questions, dock labour and inland transport;
   - Labour administration;
   - Human rights.

Summary information concerning the scope of the existing standards, the suggestions for further action made in recent years and the matters which the current studies and other activities of the Office suggest may now call for further consideration is given under each of these heads.

5. The concluding section of the paper suggests that the Governing Body might request law and practice reports or more detailed proposals for its 173rd (November 1968) Session on the following questions:

   - Protection of workers' representatives in the undertaking;
   - Family benefits;
   - Protection against hazards arising from benzene;
   - Trade union rights and civil liberties.

II. Summary Review of Outstanding Questions

(a) Human Resources.

8. The main emphasis of the current work of the ILO in the field of human resources is upon the preparation of the World Employment Programme and the discharge of the heavy operational responsibilities of the Organisation in this field. Basic standards relating to human resources have been adopted by the Conference over a long period of years.

9. These standards deal in particular with employment policy, employment agencies, questions of vocational training and questions of discrimination in employment and occupation. The most recent instruments are the Employment Policy Convention, 1964 (No. 122), and the Employment Policy Recommendation, 1964 (No. 122); the Convention lays down the aims and basic principles of an active employment policy, which are spelled out in considerable detail in the Recommendation, itself supple-
mented by an annex with specific suggestions concerning methods of application. Both the Convention and the Recommendation thus provide guidelines for initiating and carrying through the World Employment Programme. Two Conventions—the Employment Service Convention, 1948 (No. 88), and the Fee-Charging Employment Agencies Convention, 1948 (No. 89)—were related by an annex with specific suggestions concerning the organisation and methods of operation of public employment agencies, as well as the abolition or regulation of fee-charging agencies; they provide for an essential part of the machinery for implementing such a programme. Two Recommendations—the Vocational Guidance Convention, 1944 (No. 87), and the Vocational Training Recommendation, 1952 (No. 117)—deal with vocational guidance and training in general; three Recommendations—the Vocational Training (Seafarers) Recommendation, 1956 (No. 101), the Vocational Training (Fishermen) Recommendation, 1956 (No. 102), and the Vocational Training (Fishermen) Recommendation, 1966 (No. 126)—deal with the vocational training aspects relating to particular groups of occupations, namely seafarers, fishermen and agricultural workers, and one Recommendation—the Vocational Rehabilitation (Disabled) Recommendation, 1955 (No. 99)—deals with the vocational rehabilitation of the disabled; these Recommendations provide a basis for vigorous training policies. It may be expected that during the coming triennium the ILO at its 53rd and 54th (1970) Sessions of the question of special youth employment and training schemes for development purposes an important addition will be made to the standards already adopted. One Convention—the Discrimination (Employment and Occupation) Convention, 1958 (No. 117)—and one Recommendation—the Discrimination (Employment and Occupation) Recommendation, 1958 (No. 111)—deal with discrimination in employment and occupation. They place employment policy in the context of fundamental human rights.

10. Among the questions in the field of human resources which have been specifically suggested in recent years by the Committee on International Labour Standards and the principles of the Organisation for possible inclusion in the agenda of the Conference, the following may be mentioned: placement in agriculture, problems relating to young workers, and the training, improvement and retraining of non-manual workers. Moreover, the problems raised by part-time employment and those relating to the emigration of professional and non-manual workers have been earmarked for further study.

11. It will be necessary to keep all of these standards under continuing review in the light of changing needs, and the preparatory work necessary for their consideration and when circumstances require therefore should be and is being undertaken, but none of these matters appears to call for immediate reconsideration by the Conference of the present standards.

12. In the fields of activity which are more or less directly related to occupational preparation (educational, vocational guidance, basic and further training, including retraining), rapid demographic, educational, economic and technical change during the past decade is changing the conditions for the planning and organisation of vocational training and placing new demands on the training systems. It is increasingly recognised that action in the field of training has to be closely linked with both educational and economic planning in order to meet new requirements resulting in developing and industrialised countries alike from an accelerated pace of economic and social change, and the politicians’ and policymakers’ need to accommodate manpower adjustments to economic and technical change. It may therefore be desirable to review the existing instruments relating to training in the not too distant future, in order to determine whether they still cover the main requirements in a dynamic economy and society. Such a review might also cover the Vocational Guidance Recommendation, 1949 (No. 87), now nearly 20 years old. It should be pointed out, however, that no glaring inadequacies in the existing basic instruments in the fields of vocational guidance and training have come to the Office’s attention. Rather, it is the rapid process of change experienced during the recent period, together with an awareness that new approaches and techniques are developing in certain countries, that suggests that a re-examination of these instruments may be useful in the future. In this respect, the 1956 Conventions and accompanying Recommendations concern the organisation and methods of operation of public employment agencies, as well as the abolition or regulation of fee-charging agencies; they provide for an essential part of the machinery for implementing such a programme. Two Recommendations—the Vocational Guidance Convention, 1944 (No. 87), and the Vocational Training Recommendation, 1952 (No. 117)—deal with vocational guidance and training in general; three Recommendations—the Vocational Training (Seafarers) Recommendation, 1956 (No. 101), the Vocational Training (Fishermen) Recommendation, 1956 (No. 102), and the Vocational Training (Fishermen) Recommendation, 1966 (No. 126)—deal with the vocational training aspects relating to particular groups of occupations, namely seafarers, fishermen and agricultural workers, and one Recommendation—the Vocational Rehabilitation (Disabled) Recommendation, 1955 (No. 99)—deals with the vocational rehabilitation of the disabled; these Recommendations provide a basis for vigorous training policies. It may be expected that during the coming triennium the ILO at its 53rd and 54th (1970) Sessions of the question of special youth employment and training schemes for development purposes an important addition will be made to the standards already adopted. One Convention—the Discrimination (Employment and Occupation) Convention, 1958 (No. 117)—and one Recommendation—the Discrimination (Employment and Occupation) Recommendation, 1958 (No. 111)—deal with discrimination in employment and occupation. They place employment policy in the context of fundamental human rights.

13. When a comprehensive review of the instruments relating to vocational training is undertaken, it may be useful to keep in mind a suggestion made by the last meeting of consultants on women workers’ problems, which drew attention to the need for an international instrument on vocational guidance and training for girls and women to supplement the existing Vocational Training Recommendation, 1962. While at first sight the desirability of a special instrument in this area dealing with one segment of the labour force only appears open to question, this matter could be examined within the framework of the comprehensive review suggested. The same may be said of a possible proposal by the Advisory Committee on Salaried Employees and Professional Workers at its Sixth Session (December 1967) that the question of training, improving and retraining non-manual workers be considered for inclusion in the agenda of a forthcoming session of the Conference.

14. As regards a possible timing for the comprehensive review suggested above, it would seem best to defer it until initial steps have been taken to implement the Regional and World Employment Programmes, since these will undoubtedly throw the basic needs in the fields of vocational preparation and training into clearer focus. A systematic study of new techniques of guidance and training would also be an essential prerequisite. Further consultations would be desirable in connection with UNESCO, the FAO and other interested agencies such as UNIDO and UNICEF. Such a comprehensive study of the various aspects of international standards required in these fields has, in fact, been proposed by UNESCO, and the Director-General is at present considering what action may be needed and desirable in this connection. It is only after these preliminary studies have been completed that specific proposals could be made regarding any new instruments required, the need for revising existing ones, and the scope of such new or revised instruments.

15. In the field of manpower organisation, the situation appears somewhat similar to that described for vocational training. The existing instruments, however, have on the whole been in existence for a somewhat longer period, since the Employment Service Convention and Recommendation date back to 1948, and the Fee-Charging Employment Agencies Convention (Revised) is a revision adopted in 1949 of a Convention originally adopted in 1933. While the purpose of the existing instruments is understandable, if these instruments appear still adequate, there may be a need to consider more comprehensive standards to deal with the broader area of “active manpower policies”, which has received considerable attention in recent years. The Office intends to initiate in 1969 a study of institutions and programmes for the pursuit of active manpower policies, which will cover a number of countries both in the industrialised and developing regions. Such a study may reveal possibilities for a new instrument laying down guidelines in this area, although it should be taken to mean that such an instrument supplemented, and did not duplicate, the relevant provisions of the Employment Policy Recommendation, 1969 (in particular paragraphs 12 to 20).

16. The Permanent Agricultural Committee suggested at its Fifth Session (Paris, 1955) that an item on placement in agriculture should be placed on the agenda of the Conference. The Governing Body, after having con-
considered a law and practice report at its 137th Session (October-November 1957), eliminated this question in selecting items for the agenda of the 43rd (1956) Session of the Conference. Ten years have elapsed since that time, and the matter may call for further consideration; but it still does not appear to be of the highest priority in the near future by comparison with other problems in agriculture discussed below under the heading of rural development.

17. In the field of migration for employment, a resolution adopted at the 51st (1957) Session of the Conference raised the question of revising the Migration for Employment Convention (Revised), 1949. It may, however, be preferable to deal with these matters in the first instance on a regional basis.

18. There are certain aspects of human resources policy not covered by existing ILO standards in respect of which such standards might be useful.

19. A resolution adopted at the 45th (1961) Session of the Conference underlined the desirability of the Conference being given an early opportunity to examine the problems of older workers in a comprehensive way, including the possibility of adopting new international instruments or revising existing ones. The particular aspects which might be dealt with in such an instrument include the employment and conditions of work of older workers, training and those aspects of retirement which are not dealt with through the social security instruments. Problems of older workers, in particular older non-manual workers, have received continuing attention over a number of years in a number of countries, both from the standpoint of avoiding unemployment of older people and of making the most effective use of this manpower reserve in times of labour shortage. Before suggesting that this question should be placed on the Conference agenda, it would be necessary to obtain more information on various aspects of the employment of older workers in developing as well as industrialised countries, in order to determine how urgent are the problems and whether any guidelines that might be suggested in this area would have general application and usefulness. It would also be necessary to consider whether the question should be approached on a general international or a regional basis.

20. At its 48th (1964) Session the Conference adopted a resolution concerning part-time employment, which underlined this question in respect of both men and women (but recognised its particular importance for women with family responsibilities). It is a question which might depend, on the results of such a study, be considered for inclusion in the agenda of the International Labour Conference with a view to the adoption of a Recommendation setting out guidelines for part-time employment covering the principles which should govern such arrangements in order to safeguard the interests of full-time workers as well as to protect part-time workers from exploitation. Although the question appears to be of less basic concern to the developing countries, there is some evidence that it is not without relevance even in those countries.

21. Finally, a suggestion was made by the Advisory Committee on Salaried Employees and Professional Workers at its Sixth Session (December 1967) that the Director-General should undertake studies on the immigration of professional and non-manual workers from the developing countries and submit, if possible, a report on this question for consideration at a future session of the Conference. This subject is currently of interest to many countries, and it would seem possible to envisage a Recommendation which would be applicable respectively to the "exporting" countries and to the "importing" countries, aimed at reducing the "drain" and mitigating some of its consequences. Other international agencies are, however, also concerned: the matter is already under consideration by the Administrative Committee on Co-ordination and the United Nations Economic and Social Council, and co-ordination between any action taken by the ILO and that taken by other agencies would be indispensable. In any event, further consideration may include the revision of the Recommendation title since (a) the problem affects developed as well as developing countries, and (b) in certain cases it can extend to skilled workers as well as to professional workers. A further question is the need to ensure that any instrument that adopted one of these, however, appear to be long overdue and that the Conference, pending further progress on the studies and other activities in which the Office is already engaged. In the circumstances, the Director-General does not make any suggestions for the inclusion of these items in the agenda of the 54th (1970) Session of the Conference, and, bearing in mind the need to concentrate on filling the gaps in existing standards rather than on revising instruments already adopted, will examine in detail at the proper stage where the priorities lie and make suggestions in this regard on the occasion of the consideration by the Governing Body of the agenda of an early session of the Conference. It may be expected that an item relating to older workers, part-time employment or the emigration of professional and non-manual workers will be ripe for discussion by the Conference in the near future.

22. It may also be anticipated that by 1971 the time will be ripe for full discussion by the Conference of the progress made in the implementation of the World Employment Programme.

(b) Industrial Relations.

24. Industrial relations is one of the fundamental continuing responsibilities of the ILO, and the adequacy of the existing ILO standards on the matter therefore calls for reconsideration at reasonably frequent intervals.

25. The Conventions relating to freedom of association and the right to organise and collective bargaining have been supplemented, in the field of industrial relations, by a series of Recommendations dealing with collective agreements and voluntary conciliation and arbitration (1951), co-operation at the level of the undertaking (1952), consultation at the industrial and national levels (1960), termination of employment and redundancy (1963), communications within the undertaking and the examination of grievances (1967).

26. Although these Conventions and Recommendations deal with most of the principal aspects of industrial relations which have been regarded hitherto as appropriate for international standards, there are some questions which the Governing Body may consider ripe for discussion by the International Labour Conference with a view to the adoption of such standards.

27. It should first be recalled that there are two specific problems in the area of industrial relations which have received little if any attention from the Conference: the question of representation and the need to extend the right to organise and participate in collective bargaining to skilled workers. Other important questions which have been the subject of discussions in both the International Labour Conference and in respect of which the Conference specifically envisaged the possibility of their inclusion in its agenda. The first of these questions, i.e. the rights of trade union representatives at
all levels, including the level of the workplace, was the subject of the resolution concerning freedom of association and protection of the right to organise, including the protection of representatives of trade unions at all levels, adopted by the Conference at its 45th Session in 1961.1 The second aspect—facilities—was not suitable for integration within undertakings, was dealt with in the resolution concerning workers' participation in undertakings adopted by the Conference at its 50th Session in 1966.2 The Governing Body will recall that important aspects of the first question (protection and facilities of representatives) and the second question were examined by the Technical Meeting on the Rights of Trade Union Representatives and Participation of Workers in Decisions within Undertakings (Geneva, 20-29 November 1969), the report of which was considered by the Governing Body at its 171st Session (February-March 1968).

28. As stated in the report of the Technical Meeting, there was wide agreement among the experts that the problem of the protection of workers' representatives in the undertaking might be suitably dealt with in an international instrument. It was the understanding of the Technical Meeting that the term "workers' representatives" covered both trade union representatives and other types of workers' representatives, depending on the system of the countries concerned. As regards the question of the facilities which are granted to workers' representatives in order to enable them to carry out their functions promptly and efficiently in representing the interests of the workers concerned, some experts took the view that such facilities should be dealt with by an international instrument and pointed to the relationship which existed between protection and facilities of workers' representatives, while other experts considered that the second aspect—facilities—was not suitable for an international instrument because of the great variety of existing practices.

29. As regards the question of participation of workers in decisions within undertakings, the Meeting considered that this aspect was not ripe for discussion by the International Labour Conference with a view to drawing up an international instrument.

30. Two other questions may be mentioned as worthy of consideration in drawing up the agenda of the International Labour Conference in the relatively near future. One of these is the problem of labour disputes and their settlement, since it was considered that an international instrument might be suitably prepared at a relatively early date usefully form the subject of a general discussion at the Conference.

31. There may well be a whole series of further questions which may call for further consideration by the Conference at a later stage. These may include the protection of trade union funds, freedom of election to trade union offices, the rights of members of trade unions and the relationship between the right to strike and the maintenance of essential services. It would not appear that these questions are at present mature for Conference consideration with a view to the formulation of international instruments. They might perhaps at some relatively early date be examined as an integral part of subject of a general discussion at the Conference.

32. Another matter which has attracted widespread attention and interest is the relationship between trade union rights and the protection of civil liberties. This is dealt with below under the general heading of human rights (paragraphs 99 to 103).

33. It follows from the above considerations that the question of protection of workers' representatives, concerning which preparatory work is most advanced and with regard to which there already seems to exist a broad measure of agreement might be suitably examined in the preparation of the 6th International Labour Conference agenda. The Governing Body may therefore wish to put this topic in the list of items from which it will make a choice at its 173rd Session (November 1968), when it will decide the agenda of the 54th Session (May 1969). In considering this matter the Governing Body may wish to decide whether the item should be limited to the protection of workers' representatives or whether it should also cover the facilities to be granted to them.

(c) Participation of Employers and Workers in Programming and Planning.

34. The participation of employers and workers in programming and planning is the positive facet of industrial relations in societies committed to dynamic economic growth. It becomes increasingly important as the relationship between general economic policy and industrial relations becomes more continuous and intimate.

35. The principal ILO text on this question is the Consultation (Industrial and National Levels) Recommendation, 1960 (No. 113), which provides for the participation of employers' and workers' organisations, as well as between these organisations. The matters to which such consultation and co-operation should relate include preparation and implementation of legislation affecting the interests of employers and workers, the establishment and functioning of national bodies in such fields as the organisation of employment, vocational training and retraining, labour protection, industrial health and safety, social security and welfare, and the elaboration and implementation of plans of economic and social development.

36. In the resolution concerning the concept of democratic decision-making in programming and planning for economic and social development, adopted at its 48th (1964) Session, the Conference not only called upon member States to ensure that, where national programming and planning exists, appropriate methods of consultation and participation of free and independent employers' and workers' organisations should take place, but also invited the Governing Body to request the Director-General to examine ways and means of intensifying studies and research in this field. It will be recalled that the question of the role of employers' and workers' organisations in programming and planning in the metal trades was discussed at the Eighth Session of the Metal Trades Committee (Geneva, 1965), which adopted a number of useful conclusions. Office research on basic problems of democratic decision-making as well as techniques of consultation and participation in various aspects of economic and social forecasting, programming and planning is being intensified, and a comparative study on the participation of employers'
and workers' organisations in planning will be completed in 1968 for publication. This problem was also discussed by two regional workers' education seminars held in 1966 in Santiago de Chile and in Dakar, and a third regional seminar to be held in Asia will discuss it later this year. The choice of the items which the Inter-American Steel Committee will consider at its Eighth Session in 1969. Furthermore, the question of the participation of employers' and workers' organisations and other social institutions in economic and social development is one of the items on the agenda of the Second Session of the Inter-American Advisory Committee, to be held in 1969. It can be anticipated that this topic may be one of those selected for discussion by the Ninth Conference of American States Members of the ILO in 1970.

37. Should the discussion of this topic at these meetings confirm the tentative view suggested by the discussions which have already taken place that the problem is suitable for a discussion at the International Labour Conference, the Governing Body may wish in the following year to consider whether this topic should be retained as one of the possible items for Conference discussion with a view to the adoption of an international instrument.

(d) Social Security.

38. Social security has become, not only in highly industrialised economies but also in developing societies which have outgrown their traditional framework, an essential element in the freedom and dignity of the citizen and his family.

39. In this field the ILO has had for some time a long-term programme of Conference action.

40. The ILO standards on social security have been important since the inter-war period. The standards adopted during that period covered accident compensation in industry and agriculture (Conventions Nos. 12, 17 and 19 of 1921 and 1929), compensation for occupational diseases (Convention No. 18 of 1925, revised in 1934), sickness insurance (Conventions Nos. 24 and 25 of 1927), pensions in respect of invalidity (Conventions Nos. 37 and 38 of 1933), old age (Conventions Nos. 35 and 36 of 1933), and death (Conventions Nos. 39 and 40 of 1933), and provision for unemployment (Convention No. 44 of 1934); in addition, special instruments were adopted to provide protection for maternity and migrants' pension rights.

41. With the post-war period came a new approach initiated by the Recommendations adopted at Philadelphia in 1944 and subsequently embodied in comprehensive standards covering all the main branches of social security (Convention No. 102 of 1952) and equality of treatment (Convention No. 118 of 1962). Later it was decided to bring the pre-war instruments up to date and make them both more flexible and more dynamic: new or revised Conventions on employment injury (1964), and on invalidity, old-age and survivors' benefits (1967) have already been adopted. As a further part of this programme, the revision of the standards on sickness benefits is to go before the Conference for a first discussion in 1968.

42. The meeting of selected members of the Committee of Social Security Experts which was held in Geneva from 19 to 23 March 1967 recommended that the next step in this programme should be the adoption of international instruments dealing with family benefits, to be followed later by the revision of the Unemployment Provision Convention, 1935. As regards the order of priority suggested, it may be noted that some 60 countries, including a number of developing countries, have family allowance schemes, whereas only 34 countries have unemployment insurance or related schemes.

43. At a later date the question of the revision of the Maintenance of Migrants' Pension Rights Convention, 1935 (No. 48), might be examined. Certain difficulties have been encountered in the application of this instrument as a result of migrations among the ratifying Members of a nature and extent unforeseen in 1935. Furthermore, the Convention is based entirely on rights derived from social insurance and fails to take account of pension protection through social security measures of a different kind, notably of pensions provided in full or in part as a public service. For these reasons, it would appear desirable that the Conference should re-examine the instrument with a view to its possible revision.

44. A resolution adopted at the 48th (1964) Session of the Conference requested the ILO to include the question of maternity protection in the agenda of a forthcoming session of the International Labour Conference. The Committee of Experts mentioned above felt that it would seem premature to do this so soon after the special review of the maternity protection instruments undertaken (under article 19 of the Constitution) in 1965.

45. The extension of income security protection to cope more fully with the consequences of continuous technological change is now pending before the European Regional Conference.

46. Among other questions which may call for future consideration is the relationship between social security as hitherto conceived and social protection against other risks of accident or injury incidental to modern life.

47. In the light of these considerations, the Governing Body may wish to have before it for examination at its 173rd Session a law and practice report on family benefits.

(e) Occupational Health, Safety and Welfare.

48. The promotion of occupational health, safety and welfare is another of the major continuing responsibilities of the ILO. A substantial body of ILO standards on these matters exists, and though it has been found increasingly convenient to deal with some of the more technical aspects of occupational health and safety in codes of practice not requiring Conference approval for their adoption or periodical modification, there continue to be major gaps in the standards adopted by the Conference which have become more glaring in recent years.

49. The existing standards include Recommendations of a comprehensive nature, such as those relating to the prevention of industrial accidents in general (No. 31 of 1920), the protection of workers' health (No. 97 of 1953), occupational health services (No. 112 of 1959), and welfare facilities (No. 102 of 1956). These may call for reconsideration from time to time, and reconsideration of the Prevention of Industrial Accidents Recommendation, which was adopted as long ago as 1929, is clearly overdue.

50. A second group of the existing standards consists of the Conventions and Recommendations dealing with specific dangers. These include the instruments relating to radiation protection (Convention No. 115 and Recommendation No. 114), the guarding of machinery (Convention No. 119 and Recommendation No. 118), and the carrying of heavy loads (Convention No. 127 and Recommendation No. 128).

51. A third group deals with industries which are or have been exceptionally dangerous, such as docks (Conventions Nos. 27 and 32) and building (Convention No. 62 and Recommendation No. 53) or occupations in which hygienic measures have called for special consideration (Convention No. 120 and Recommendation No. 120).

52. These Conference standards are supplemented by model codes and codes of practice relating to such matters as safety in industrial establishments, safety in mines, safety and health in dock work, safety and health in agricultural work, and industrial radiation protection. The possibility that some of these matters may at some stage call for some further consideration by the Conference cannot be excluded.

53. A number of other questions now appear to be reaching the stage at which, when the necessary preparatory work has been completed, they could usefully be considered by the Conference.

(i) Atmospheric Pollution.

54. An inevitable consequence of modern industrial technology is the introduction of various contaminants into water and air in amounts of dangerous proportions. Excessive air pollution presents a serious health hazard both to the general population and to the working population in their places of employment. In addition, it may adversely affect the mental and social well-being of the community as well as its economy. Industry is one of the major sources of air pollution. In the light of present-day trends it seems clear that, if the problem is not tackled on a broad scale, it is going to reach alarming proportions during the latter part of this century.

55. The activities carried out so far by the ILO in the matter of atmospheric control have been important. During many years, emphasis was placed on atmospheric control in mines where the gas and dust hazard, if not properly controlled, may give rise to devastating explosions and induce silicosis and other diseases. A Meeting of Experts on the Prevention and Suppression of Dust in Mining, Tunneling and Quarrying (Geneva, December 1952) prepared a set of technical recommendations which constitute the basis for a code of practice on the subject. Following a decision by the Governing Body, the ILO has since 1952, published at five-year intervals (previously three-yearly intervals) an International Report on the Prevention and Suppression of Dust in Mining, Tunneling and Quarrying. A comprehensive illustrated practical guide on the same subject was published by the Office in 1965. Another technical publication on dust sampling in mines was issued in 1967. As regards the specific risk of exposure to ionising radiations in radio-uranium mines and mills due to the inhalation of air borne radioactive contaminants (radon gas and radioactive dust), the ILO, together with the International Atomic Energy Agency, prepared a Code of Practice and a Technical Addendum on Radiological Protection in Mining and Milling of Radioactive Ores. A large part of these documents is devoted to the prevention of atmospheric pollution in uranium mines and mills. Mention should also be made of the Joint IAEA/ILO/WHO Symposium on Radiological Health and Safety in Mines, Tunneling and Milling of Radioactive Ores (Vienna, August, 1965) at which atmospheric control problems were dealt with extensively.

56. As regards industrial establishments, the ILO Model Code of Safety Regulations for Industrial Establishments for the Guidance of Governments and Industry contains detailed technical provisions on the prevention of air pollution at the place of work. Further, in the framework of its technical co-operation programme, the ILO organised in 1965 (in collaboration with the Hungarian trade unions) an inter-regional course on dust prevention in industry. The ILO is also preparing a Guide to Atmospheric Control in Foundry Work which will contain technical information for the practical solution of air pollution problems in foundries.

57. The over-all question of environmental pollution has been recently discussed by the Ad Hoc Meeting on Environmental Pollution of the Administrative Committee on Co-ordination (Geneva, 15-16 February 1968). It appears that, in addition to the ILO, the United Nations, and in particular the Economic Commission for Europe, the FAO, UNESCO, the WHO, the World Meteorological Organisation, the International Atomic Energy Agency and the United Nations Institute for Training and Research all have an interest in the matter of air pollution control.

58. In this context, it is important that the ILO should contribute more actively to the promotion of the control of atmospheric pollution in the working environment. The technical measures applicable to this environment may further contribute to a reduction in the concentration of contaminants in the general environment, to the benefit of the whole community. One or several international instruments could thus be envisaged for discussion and adoption by the Conference in the near future. A meeting of experts would, however, be desirable in advance of the inclusion of such an item in the agenda of a future session.

(ii) Noise Abatement in Industry.

59. The mechanisation of working processes has introduced sources of noise and vibration, the harmful effects of which are well known. No international agreement exists yet as to the threshold of dangerous noise, expressed in quantitative terms. The ILO has nevertheless dealt in general terms with the question of noise and vibration control in various codes of practice and practical guides. Also, the question will be discussed at the forthcoming International Symposium on Ergonomics and Physical Environmental Factors (Rome, September 1968) organised by the ILO and the Ente Nazionale Prevenzione Infortuni.

60. Extensive research is being carried out in various countries to ascertain more precisely the relationship between exposure and effects of noise and vibration on the human body. It should be mentioned also that technical prevention and suppression methods are available for practically all types of equipment and processes, although their application often raises a financial problem.

61. While it is important to continue work on the subject, the preliminary work has not yet reached a stage at which the inclusion of the matter in the agenda of the Conference can usefully be considered.

(iii) List of Occupational Diseases.

62. At its 48th (1964) Session, the Conference adopted a resolution concerning the convening of a committee of experts and the revision of the list of occupational diseases appended to the Employment Injury Benefits Convention, 1964 (No. 121). In a further resolution concerning occupational health adopted at its 51st (1967) Session, the Conference pointed out that, in view of the disclosure of further occupational diseases, there is an urgent need for the bringing up to date of the list of such diseases and requested that the ILO should take as soon as possible the necessary steps with a view to implementing the above-mentioned resolution on the revision of the list of occupational diseases.

63. Article 31 of the Employment Injury Benefits Convention, 1964 (No. 121), provides a procedure for amending the list of occupational diseases appended to the Convention. It would appear timely to put the matter before the Conference, but the necessary technical guidance must first be sought through a meeting of experts.

(iv) Occupational Cancer.

64. For many years, workers engaged in uranium mining operations have been exposed to the risk of cancer of occupational origin, in particular some cancers of the skin and bladder as well as of the lungs. Several countries have already included in their national legislations provisions relating to the prevention of occupational cancer. The Conference, at its 51st Session (1967), adopted a resolution concerning occupational health, occupational diseases in general and the special measures...
to be taken for the prevention and control of occupational cancer, which in particular requests that the ILO should give careful consideration to the whole question of occupational cancer with a view to developing suitable measures for its prevention and control.\(^1\)

65. In view of the extreme severity of the risk involved in occupational exposure to carcinogenic substances, the preparation of international instruments on the subject would appear to merit a high priority, but considerable preparatory work, including the guidance of a meeting of experts, continues to be necessary before the matter can be included in the agenda of the Conference.

(v) Safe Use of Benzene and Solvents Containing Benzene.

66. The use of benzene and of products containing it has increased considerably in recent years, not only because of its utilisation as a basic product in the chemical industry but also through the use of hydrocarbons containing benzene in many work processes, either as solvents or as thinners. The most serious risk involved in exposure to benzene is in the long-term or chronic toxicity resulting from repeated absorption of small doses of benzene. The exposure leads to serious, sometimes irreversible, blood disturbances, including leukemia.

67. A number of countries have adopted legislation regulating the use of benzene. International workers' federations have adopted resolutions supporting the adoption of regulations on the matter. Further, in 1966 the Council of Europe adopted a recommendation restricting the use of benzene.

68. The Meeting of Experts on the Safe Use of Benzene and Solvents Containing Benzene (Geneva, 16-22 May 1967) recommended that the ILO should consider the possibility of adopting international instruments relating to protection against hazards arising from benzene. In the light of the preparatory work undertaken for the Meeting and its findings, this subject would seem to be ripe for treatment.

69. The Governing Body may therefore, taking into account the present stage of preparation in respect of all these various matters, think it appropriate to request a law and practice report on the safe use of benzene and solvents containing benzene for consideration at its 173rd Session.

(f) Wages Policy.

70. Wages policy is a matter of increasing importance in the general social policy of many countries. There has been no comprehensive review of the subject as a whole by the Conference since 1948. This has been partly because many aspects of the subject do not readily lend themselves to the formulation of precise international standards.

71. The principal ILO instruments in the field of wages policy are the Conventions and Recommendations dealing with minimum wage fixing machinery, respectively in industry and commerce (1928) and in agriculture (1951). Others are the Conventions and Recommendations relating to labour clauses in public contracts (1949), protection of wages (1949) and equal remuneration (1951). The revision of the instruments on minimum wage fixing machinery has been placed on the agenda of the 1969 session of the Conference for a first discussion.

72. It would seem premature to place any further items relating to wages policy on the agenda of the Conference until the consideration of minimum wage fixing machinery and related problems is completed.

(g) Hours of Work, Rest Periods, Holidays.

73. Hours of work, rest periods and holidays are matters which have frequently been considered by the Conference and in respect of which the existing ILO standards have had a world-wide influence which cannot be measured by the number of ratifications which some of the Conventions adopted have received.

74. The first Convention adopted by the Conference, in 1919, aimed at introducing the eight-hour day and 48-hour working week in industry (the Hours of Work (Industry) Convention (No. 1)); it was followed 11 years later by a corresponding Convention for commerce and offices (the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)). In the thirties a new Convention (the Forty-Hour Week Convention, 1935 (No. 47)) embodied the principle of a 40-hour week. A number of special Conventions relating to particular industries were also adopted, but none of these can be regarded as having been successful. Thirty years later, the Reduction of Hours of Work Recommendation, 1962 (No. 116), embodied a new approach to the progressive reduction of working hours to 40.

75. Conventions regulating night work by women and young persons were adopted in 1919 (Nos. 4 and 6) and revised in 1936 and 1948 (Nos. 41, 89 and 90).

76. The question of weekly rest was first dealt with in 1921 in a Convention as regards industry (the Weekly Rest (Industry) Convention, 1921 (No. 14)). Many years later this was supplemented by a Convention relating to commerce and offices (the Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)).

77. Convention No. 52 requiring the grant of a week's holiday in industry and commerce was adopted in 1931. It was supplemented in 1952 by a Convention (No. 101) providing for holidays in agriculture. The question of adopting higher standards in regard to holidays is on the agenda of the Conference for 1969.

78. The Conference has requested the Governing Body to consider placing on the agenda of one of its future sessions the questions of hours of work in agriculture and paid educational leave.

79. Hours of work have been considered by the Conference relatively recently and the question of holidays with pay is now pending before the 53rd (1969) Session. Further consideration of these questions may therefore be thought premature at the present time. Suggestions have been made for early consideration of an item relating to hours of work in agriculture, but it may be desirable to defer consideration of this question until some further progress has been achieved in the consideration of certain other agricultural matters.

80. In this general area, two questions appear to merit priority consideration by the Conference, namely the revision of existing standards relating to night work and paid educational leave.

(i) Night Work.

81. Given the necessity of reviewing existing standards with a view to revising them in the light of new needs and changing possibilities, as suggested by the Conference in its conclusions on industrialisation adopted at its 51st Session in 1967\(^2\), night work would appear to be an appropriate subject for new consideration by the Conference. Current trends and foreseeable developments in various developed countries in respect of night work, especially in connection with shift work, show that some of the provisions of the existing instruments on night work seem to be out of touch with present-day realities and needs. Such is the case of the basic provision that women should not work at night under any circumstances. This prohibition not only fails to take into account the needs of modern industry, notably in circumstances of manpower shortage, but also frequently goes against the desire of women themselves to do night work under certain conditions and thus departs from the principle

of equal access to all employment for men and women. Moreover, the basic approach to night work embodied in the earlier ILO instruments—i.e., prohibiting night work for young persons and women but leaving it totally unregulated (except for night work in bakeries) as regards adult males—is becoming outdated.

82. It would therefore seem appropriate to suggest consideration by the Conference of a new international instrument concerning night work which would apply to work performed before or after regular working hours, when night work is often called for in the light of special sacrifices which night work demands from the worker and his family, would suggest special safeguards and rewards for night work, while prohibiting it for all young persons of either sex under a determined age. Such a revision of the existing Conventions on night work of women and girls and the Convention concerning the right of association and the improvement of conditions of work of adult males at the international level.

83. Before a decision is taken, however, the fact that both practice in this field and the basic concepts are rapidly changing (at least as regards the developed countries) would seem to make further consideration essential. On the other hand, the Governing Body, which in the previous session only decided to include on the agenda of the present session the question of government services for the protection of rural workers. The Governing Body will also recall that a resolution adopted by the General Conference at its 38th Session (1955) invites the Governing Body to include in the agenda of a future session of the Conference a related item concerning welfare for agricultural workers in the fields of minimum wage, holidays with pay (Convention No. 101 and Recommendation No. 93), minimum age (Convention No. 10) and the Convention concerning the right of association and the improvement of the conditions of employment of plantation workers (No. 127). The Conference has on its agenda recommend the role of co-operatives in programming and planning, the question of the role of agricultural organisations in the extension of economic and social progress in rural areas and the protection of rural workers dealt with by the Conference with the question of government services for the protection of rural workers and the Convention concerning the right of association and the improvement of the conditions of employment of plantation workers (No. 127) and the question of government services for the protection of rural workers. The Governing Body will also recall that a resolution adopted by the General Conference at its 38th Session (1955) invites the Governing Body to include in the agenda of a future session of the Conference a related item concerning welfare for agricultural workers in the fields of minimum wage, holidays with pay (Convention No. 101 and Recommendation No. 93), minimum age (Convention No. 10) and the Convention concerning the right of association and the improvement of the conditions of employment of plantation workers (No. 127). The Conference has on its agenda recommend the role of co-operatives in programming and planning, the question of the role of agricultural organisations in the extension of economic and social progress in rural areas and the protection of rural workers dealt with by the Conference with the question of government services for the protection of rural workers and the Convention concerning the right of association and the improvement of the conditions of employment of plantation workers (No. 127) and the question of government services for the protection of rural workers.

84. Pursuant to the resolution concerning paid educational leave, adopted by the Conference at its 49th (1965) Session, the Office has been collecting information on law and practice in this field and has published a series of articles on the subject, together with an annotated bibliography. The matter is one of considerable practical importance both for education and training. It would seem to be suitable for discussion at a future session of the Conference, but only from 1971 onwards, after the completion of the revision of the Holidays with Pay Convention at present pending.

(h) Rural Development.

85. In the field of rural development, as in that of human resources, the main immediate need is for an expansion of the operational programme of the ILO, but there may also be a need for new standards or the revision of existing ones.

86. Aside from certain specialised instruments relating to agricultural workers in the fields of minimum wage fixing (Convention No. 99 and Recommendation No. 86), holidays with pay (Convention No. 101 and Recommendation No. 93), minimum age (Convention No. 10) and social insurance (Conventions Nos. 12, 25, 36, 38 and 40), and the Convention concerning the right of association of agricultural workers (No. 11), the main instruments adopted by the Conference which are directly relevant to rural development are two Recommendations concerning vocational training in agriculture (Nos. 15 and 101), the Convention and Recommendation concerning conditions of employment of plantation workers (No. 110) and the Recommendation concerning the role of co-operatives in the economic and social development of developing countries (No. 127). The Conference has on its agenda for 1968 items on labour inspection in agriculture (first discussion), the follow-up measures suggested, the item on improvement of the conditions of life and work of tenants, sharecroppers and similar categories of agricultural workers (second discussion).

87. While, as indicated above, a number of important international standards concerning rural questions have already been adopted by the Conference, or are in process of elaboration, there are still various questions which might lend themselves to the elaboration of new international instruments.

88. Further to the adoption of an international instrument on labour inspection in agriculture, the Conference might discuss at some future session the question of government services for the social protection of rural workers, with a view to the adoption of an international instrument designed to establish guidelines for member States to ensure that the government machinery includes adequate services in this respect. There is a real need for these services in developing countries where ministries of labour, agriculture and social affairs do not pay much attention to the social protection of the rural population. The matter was touched on in the course of the discussion on labour administration at the Third Session of the African Advisory Committee (Dakar, 1967) and, on the suggestion of the Committee, the report on labour administration to be prepared for the next African Regional Conference will contain a recommendation that the question of government services for the protection of rural workers. The Governing Body will also recall that a resolution adopted by the General Conference at its 38th Session (1955) invites the Governing Body to include in the agenda of a future session of the Conference a related item concerning welfare for agricultural workers in the fields of minimum wage, holidays with pay (Convention No. 101 and Recommendation No. 93), minimum age (Convention No. 10) and the Convention concerning the right of association and the improvement of the conditions of employment of plantation workers (No. 127). The Conference has on its agenda recommend the role of co-operatives in programming and planning, the question of the role of agricultural organisations in the extension of economic and social progress in rural areas and the protection of rural workers dealt with by the Conference with the question of government services for the protection of rural workers and the Convention concerning the right of association and the improvement of the conditions of employment of plantation workers (No. 127) and the question of government services for the protection of rural workers.

89. Further to proposals made above under paragraphs 34 to 36 concerning participation of employers' and workers' organisations in programming and planning, the question of the role of agricultural organisations in the extension of economic and social progress in rural areas might also be considered ripe for discussion by the Conference with a view to drawing up an international instrument designed to establish guidelines for member States for the promotion of such organisations as a form of popular participation in the economic and social development and that similar meetings might be held later in other regions.

90. It will be recalled that at its 49th (1965) Session the Conference adopted a comprehensive resolution on agrarian reform which, among other things, contemplated further Conference action in the matter in coming years. Among the follow-up measures suggested, the item on improvement of conditions of tenants, sharecroppers and similar categories of agricultural workers in rural areas might also be considered ripe for discussion by the Conference with a view to drawing up an international instrument designed to establish guidelines for member States to ensure that the government machinery includes adequate services in this respect. There is a real need for these services in developing countries where ministries of labour, agriculture and social affairs do not pay much attention to the social protection of the rural population. The matter was touched on in the course of the discussion on labour administration at the Third Session of the African Advisory Committee (Dakar, 1967) and, on the suggestion of the Committee, the report on labour administration to be prepared for the next African Regional Conference will contain a recommendation that the question of government services for the protection of rural workers. The Governing Body will also recall that a resolution adopted by the General Conference at its 38th Session (1955) invites the Governing Body to include in the agenda of a future session of the Conference a related item concerning welfare for agricultural workers in the fields of minimum wage, holidays with pay (Convention No. 101 and Recommendation No. 93), minimum age (Convention No. 10) and the Convention concerning the right of association and the improvement of the conditions of employment of plantation workers (No. 127). The Conference has on its agenda recommend the role of co-operatives in programming and planning, the question of the role of agricultural organisations in the extension of economic and social progress in rural areas and the protection of rural workers dealt with by the Conference with the question of government services for the protection of rural workers and the Convention concerning the right of association and the improvement of the conditions of employment of plantation workers (No. 127) and the question of government services for the protection of rural workers.
91. In these circumstances, no specific suggestion for a law and practice report on a matter relating to rural development is submitted at the present time. It is hoped that the work summarised above may result in a suggestion on this subject at an early date.

(i) Maritime Questions, Dock Labour and Inland Transport.

92. Over the years the International Labour Conference has adopted a coherent body of instruments on maritime questions. These instruments, sometimes referred to as the International Seafarers' Code, deal with a variety of subjects: training and entry into employment (Conventions Nos. 9, 22 and 108 and Recommendations Nos. 77 and 107); conditions for admission to employment (Conventions Nos. 112, 113 and 114 and Recommendation No. 126); certificates of competency (Conventions Nos. 53, 69 and 74); conditions of employment, manning, safety and welfare (Conventions Nos. 23, 68, 91, 92 and 109, Recommendations Nos. 28, 48, 105, 106, 108 and 109); social security (Conventions Nos. 5, 55, 66, 70 and 72) and fishermen (Conventions Nos. 112, 113 and 114 and Recommendation No. 126).

93. A Preparatory Technical Maritime Conference is provided for in the 1969 Programme and Budget. Its agenda questions accommodation, problems arising from technical developments and modernisation on board ship, accident prevention on board ship and in port, vocational training of seafarers, and seafarers' welfare at sea and in port. This preparatory conference is to be followed by a maritime session of the General Conference in 1970.

94. A Tripartite Technical Meeting on Dock Labour is also provided for in the 1969 Programme and Budget; it will consider such items as the social repercussions of the introduction of containerisation, the regularisation of employment and the stabilisation of earnings of dockworkers, their training and special social security measures for their benefit.

95. A Meeting of Experts on Conditions of Work in the Inland Water Transport Industry will be held in the course of this year to consider such questions as minimum age for employment, medical examination, vocational training and certificates of competency.

96. In these circumstances, it is premature to make any suggestions concerning these matters at the present time.

(j) Labour Administration.

97. The standards adopted by the International Labour Conference in the field of labour administration deal with inspection, statistics and employment services. The main instruments on labour inspection were all adopted in 1947: in addition to the basic Convention (No. 81) which deals comprehensively with the functions, status, qualifications, duties and powers of the inspectors responsible for supervising labour conditions in industrial and, optionally, commercial undertakings, there exist two supplementary Recommendations which spell out in somewhat more detail certain of the provisions of Convention No. 81. A gap in the ILO's standards in this field is about to be filled, with the consideration by the Conference, at its 52nd Session (June 1968) in a first discussion, of the question of labour inspection in agriculture. The Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63), also deals with an essential aspect of labour administration. The instruments on employment services have already been mentioned as part of the basic standards in the field of human resources development.

98. In a resolution adopted at its 50th (1966) Session, the Conference invited the Governing Body "to consider the desirability of again placing an item on the agenda of a future session of the Conference for general discussion to examine the organisation and working of national labour departments and other public institutions responsible for the administration of labour matters in the light of developments since 1953". The subject of labour administration has recently been considered by the African Advisory Committee at its Third Session (Dakar, 1967) and will again be discussed by the next African Regional Conference (1969). It is also envisaged to hold a seminar in Asia at the beginning of 1969 to review problems of labour administration in the region and to have the problem placed on the agenda of the next session of the Asian Advisory Committee. On the basis of the results of such regional discussions, and subject to the views which may be expressed by the meeting of experts on labour administration which it is planned to convene in 1969, it may well be that the question of the organisation of national labour departments and other public institutions responsible for the administration of labour matters should again come before the Conference within a few years' time, either for a general discussion or for the adoption of a Recommendation which might serve as a guide. The question has not, however, reached a stage at which it would be appropriate to encourage its immediate inclusion in the agenda of the Conference.

(k) Human Rights.

99. The promotion of human rights is not a segment of the work of the ILO, but a guiding principle in all its activities. The whole matter is at present under review in two ways. The Conference will have before it at its 52nd (1968) Session a report by the Director-General on the ILO and human rights, the discussion of which will be followed by a vote in favor of its adoption. Furthermore, following a resolution adopted by the Conference at its 51st (1967) Session, the Governing Board has requested the Director-General to present to it a comparative analysis of the provisions of the international instruments on human rights and existing ILO instruments with a view to determining further ILO action in this field.8

100. Within this more general context, there is a defined group of Conventions which are regarded as being in a distinctive sense the human rights Conventions of the ILO by reason of the closeness of their relationship to personal freedom and equal opportunity. This group consists of the Conventions relating to freedom from forced labour, freedom of association and freedom from discrimination in employment and occupation.

101. The Conference will have before it at its 52nd (1968) Session a special survey by the Committee of Experts on the Application of Conventions and Recommendations of the implementation of the Conventions concerning forced labour; it will have before it at its 53rd (1969) Session the question of special youth employment training schemes, which was on the agenda of that session following the discussion of the previous comprehensive survey of the implementation of the forced labour Conventions. In these circumstances, it would seem premature to envisage placing on the agenda of the Conference at this stage any other aspect of the question of forced labour.

102. In the field of freedom of association there has been an increasing emphasis on the part of all schools of thought in the trade union movement on the importance of the relationship between freedom of association and civil liberties. The same question has been thrown into sharp relief in many different contexts in the work of the Committee on Freedom of Association of the Governing Body. The adoption, by the United Nations General Assembly at its 21st Session, of a Covenant on Civil and Political Rights5 may afford new opportunities for dealing with the problem of a coherent structure to operation between the United Nations and the ILO. Suggestions have been made for new ILO standards


concerning such matters as the protection of workers and trade union representatives against arbitrary treatment to supplement the existing guarantees of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), by further measures relating to freedom of expression, meeting and publication, freedom from arbitrary arrest, detention or exile, the right to a fair and public hearing by an independent and impartial tribunal, and the presumption of innocence until proof of guilt. As adequate protection in these matters for trade unionists is essentially a particular case of such protection for citizens generally, it would seem necessary, before elaborating further ILO standards in the matter, to consider how far further ILO action for this purpose should take the form of new standards, of some new form of cooperation with the United Nations in matters involving civil liberties, or of some combination of these. This is a matter of such far-reaching importance that it would appear to call for a general discussion by the Conference comparable to the discussion which in 1947 preceded the adoption of the freedom of association Conventions. Such a discussion could appropriately take place on the basis of the inclusion in the agenda of the Conference of a general report on trade union rights and civil liberties.

103. Having regard to the general nature of the provisions of the Discrimination (Employment and Occupation) Convention, 1958 (No. II1), and the Discrimination (Employment and Occupation) Recommendation, 1958 (No. 111), as well as to the experience acquired and the problems which have emerged since the adoption of these instruments, it might be appropriate for the Conference to consider in the relatively near future the adoption of further standards in this field. These new standards might go more deeply into the problems posed by the elimination of discrimination and the promotion of equality of opportunity and treatment in fields within the competence of the ILO, by considering one by one the various grounds of distinction, beginning with race and other considerations of origin or ethnic appurtenance. This question will, however, require further consideration before any firm proposals can be made.

III. Recommendations concerning Law and Practice Reports

104. The preceding survey confirms, it is suggested, what the Governing Body already knows from long experience, namely that the choice of items for the agenda in any particular year has to be made in the context of the relative adequacy of the existing standards relating to various matters, the relative importance and urgency of the wide range of questions calling for further consideration at some time in the reasonably near future, the stage of preparation now reached in the preliminary examination of different matters, and the need for a reasonable distribution of workload among specialists in different subjects, in the Office, in the Conference, and in governments and employers' and workers' organisations.

105. Taking all these considerations into account, there appear to be four questions, an appropriate number of which might be considered at the 54th (1970) Session of the Conference. These are the protection of workers' representatives in the undertaking, family benefits, protection against hazards arising from benzene, and trade union rights and civil liberties. Should the Governing Body wish to give further consideration to the desirability of placing these items on the agenda of the 1970 session of the Conference, suitable law and practice reports or more detailed proposals would be submitted to it at its 173rd Session.

106. With a view to determining the agenda of the 54th (1970) Session of the International Labour Conference the Governing Body may accordingly wish to decide that at its 173rd Session (November 1968) it should receive law and practice reports or more detailed proposals on the following subjects:

(a) protection of workers' representatives in the undertaking;
(b) family benefits;
(c) protection against hazards arising from benzene;
(d) trade union rights and civil liberties.
APPENDIX III

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

1. In accordance with decisions taken by the Governing Body at its 167th, 168th and 169th Sessions, a Technical Meeting of Experts on the Organisation and Planning of Vocational Training was held in Geneva from 20 November to 1 December 1967. The experts’ report is appended.

2. It is proposed, subject to the approval of the Governing Body, to submit the conclusions reached by the experts to a series of regional seminars financed with United Nations Development Programme funds. This would make it possible to test the validity of the conclusions and to elaborate them further.

3. The Governing Body may wish:

(a) to take note of the report of the Technical Meeting of Experts on the Organisation and Planning of Vocational Training;

(b) to authorise the Director-General to communicate the experts’ report to the governments of member States, and through them to employers’ and workers’ organisations, and to submit the experts’ conclusions to such regional meetings as may be organised for the purpose of testing their validity and elaborating them further.

APPENDIX IV

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

1. The Committee of Experts on the Application of Conventions and Recommendations held its 38th Session in Geneva from 18 to 29 March 1968. The Committee adopted a report which, in accordance with the usual practice, has been printed as a document of the International Labour Conference and is submitted to the Governing Body at its present session.

2. The Committee had before it the following matters:

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

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

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

(d) reports from governments, under article 19 of the Constitution, on two instruments selected by the Governing Body, namely two unratified Conventions concerning forced labour.

3. In 1967, on the occasion of its fortieth anniversary, the Committee had considered the possibility of certain developments in its procedures aimed at giving governments in more important cases an opportunity to supply it with fuller information and enabling it, through more direct contacts, to help find a positive solution for the problems encountered. The Conference Committee having carried out a preliminary examination of the suggestions made in this connection and having expressed the desire that the Committee of Experts submit more precise and detailed proposals concerning the establishment of such contacts with governments, the Committee of Experts, in its report, examined somewhat more fully the principles and methods to be adopted in initiating contacts of this kind. The particular attention of the Governing Body is therefore drawn to the part of the Committee’s report which deals with this matter.

4. The Governing Body’s attention is also drawn to the general survey on forced labour prepared by the Committee. This survey, which appears in Part Three of the Committee’s report, is based on reports, received in accordance with articles 19 and 22 of the Constitution, dealing with the two instruments mentioned above, namely the Forced Labour Convention, 1930 (No. 29), and the Abolition of Forced Labour Convention, 1957 (No. 105). The survey covers a total of 162 countries (113 member States and 49 territories). It is also available in offprint form.

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

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1 See above, first sitting.

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1 See above, first sitting.
2 Ibid., Part One, paras. 10-13, pp. 6-7.
3 Ibid., Part Three, pp. 173-252.
Fifth Item on the Agenda: Review of the List of States of Chief Industrial Importance

First Paper

1. At its 163rd Session (November 1965) the Governing Body decided that it would not be expedient to review the list of States of chief industrial importance prior to the Governing Body elections in 1966. There was, however, a general understanding that the next review would be made before the 1969 elections. Previous reviews took place in 1948, 1954 and 1962.

2. Article 7, paragraph 3, of the Constitution of the International Labour Organisation provides as follows:

3. The Governing Body shall as occasion requires determine which are the Members of the Organisation of chief industrial importance and shall make rules to ensure that all questions relating to the selection of the Members of chief industrial importance are considered by an impartial committee before being decided by the Governing Body...

3. Article 13 of the Standing Orders of the Governing Body provides as follows:

1. The Governing Body shall not decide any question relating to the selection of the Members of chief industrial importance unless the question of modification of the list of such Members has been included in the agenda of the session as a specific item and the Governing Body has before it a report by its Officers on the question to be decided.

2. The Officers of the Governing Body shall, before recommending to the Governing Body any modification of the list of Members of chief industrial importance, take the advice of a committee appointed by the Governing Body and including experts qualified to advise on the most appropriate criteria of industrial importance and on the relative industrial importance of States assessed on the basis of such criteria.

4. The Director-General suggests that the Governing Body should appoint at its present session the Committee of Experts required under article 13, paragraph 2, of its Standing Orders. It is intended that the Committee of Experts would be convened to meet towards the end of the current year.

5. The question of the modification of the list of Members of chief industrial importance could then be placed as a specific item on the agenda of the 174th Session of the Governing Body (February or March 1969), and the Officers of the Governing Body would report to that session after having received the Committee’s advice.

6. The guiding consideration in respect of the composition of the Committee of Experts on States of Chief Industrial Importance has always been to secure the highest level of statistical authority while not including in the Committee anyone from a State which may prove to be either just above or just below the line of demarcation between a State of chief industrial importance and the other countries.

7. The Director-General therefore proposes that the Committee of Experts should consist of the following experts:

Mr. K.K. Bhatia (India), Director of the Labour Bureau, Simla.

Second Paper

1. In an earlier paper circulated at the present session the Governing Body was invited to approve the appointment of the six experts listed as members of the Committee of Experts on States of Chief Industrial Importance, and was informed that consultations were still proceeding concerning two further names which would be submitted to the Governing Body in due course.

8. Consultations are still proceeding concerning two further names which will be submitted to the Governing Body in due course.

9. It is proposed that the meeting should be held in Geneva for a period of five working days during December 1968. Definite dates will be proposed for approval in connection with the general programme of meetings.

10. A paper on the financial implications of this meeting is being submitted to the Financial and Administrative Committee of the Governing Body at its present session.

11. The Governing Body is invited to approve the appointment of the six experts listed in paragraph 7 above as members of the Committee of Experts.

Third Paper

1. In two earlier papers circulated at the present session the Governing Body was invited to approve the appointment of seven experts as members of the Committee of Experts on States of Chief Industrial Importance and was informed that the name of one further expert would be submitted to it in due course.

2. The Director-General now submits the following nomination:

Mr. Lev M. Volodarsky (USSR), Deputy Chief, Central Statistical Administration.

3. The Governing Body is invited to approve the appointment of Mr. Volodarsky as a member of the Committee of Experts on States of Chief Industrial Importance.

APPENDIX V

First Paper

1. At its 163rd Session (November 1965) the Governing Body decided that it would not be expedient to review the list of States of chief industrial importance prior to the Governing Body elections in 1966. There was, however, a general understanding that the next review would be made before the 1969 elections. Previous reviews took place in 1948, 1954 and 1962.

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1. The Governing Body shall not decide any question relating to the selection of the Members of chief industrial importance unless the question of modification of the list of such Members has been included in the agenda of the session as a specific item and the Governing Body has before it a report by its Officers on the question to be decided.

2. The Officers of the Governing Body shall, before recommending to the Governing Body any modification of the list of Members of chief industrial importance, take the advice of a committee appointed by the Governing Body and including experts qualified to advise on the most appropriate criteria of industrial importance and on the relative industrial importance of States assessed on the basis of such criteria.

4. The Director-General suggests that the Governing Body should appoint at its present session the Committee of Experts required under article 13, paragraph 2, of its Standing Orders. It is intended that the Committee of Experts would be convened to meet towards the end of the current year.

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1. The Governing Body shall not decide any question relating to the selection of the Members of chief industrial importance unless the question of modification of the list of such Members has been included in the agenda of the session as a specific item and the Governing Body has before it a report by its Officers on the question to be decided.

2. The Officers of the Governing Body shall, before recommending to the Governing Body any modification of the list of Members of chief industrial importance, take the advice of a committee appointed by the Governing Body and including experts qualified to advise on the most appropriate criteria of industrial importance and on the relative industrial importance of States assessed on the basis of such criteria.

4. The Director-General suggests that the Governing Body should appoint at its present session the Committee of Experts required under article 13, paragraph 2, of its Standing Orders. It is intended that the Committee of Experts would be convened to meet towards the end of the current year.

5. The question of the modification of the list of Members of chief industrial importance could then be placed as a specific item on the agenda of the 174th Session of the Governing Body (February or March 1969), and the Officers of the Governing Body would report to that session after having received the Committee’s advice.

6. The guiding consideration in respect of the composition of the Committee of Experts on States of Chief Industrial Importance has always been to secure the highest level of statistical authority while not including in the Committee anyone from a State which may prove to be either just above or just below the line of demarcation between a State of chief industrial importance and the other countries.

7. The Director-General therefore proposes that the Committee of Experts should consist of the following experts:

Mr. K.K. Bhatia (India), Director of the Labour Bureau, Simla.

Second Paper

1. In an earlier paper circulated at the present session the Governing Body was invited to approve the appointment of the six experts listed as members of the Committee of Experts on States of Chief Industrial Importance, and was informed that consultations were still proceeding concerning two further names which would be submitted to the Governing Body in due course.

8. Consultations are still proceeding concerning two further names which will be submitted to the Governing Body in due course.

9. It is proposed that the meeting should be held in Geneva for a period of five working days during December 1968. Definite dates will be proposed for approval in connection with the general programme of meetings.

10. A paper on the financial implications of this meeting is being submitted to the Financial and Administrative Committee of the Governing Body at its present session.

11. The Governing Body is invited to approve the appointment of the six experts listed in paragraph 7 above as members of the Committee of Experts.

Third Paper

1. In two earlier papers circulated at the present session the Governing Body was invited to approve the appointment of seven experts as members of the Committee of Experts on States of Chief Industrial Importance and was informed that the name of one further expert would be submitted to it in due course.

2. The Director-General now submits the following nomination:

Mr. Lev M. Volodarsky (USSR), Deputy Chief, Central Statistical Administration.

3. The Governing Body is invited to approve the appointment of Mr. Volodarsky as a member of the Committee of Experts on States of Chief Industrial Importance.
APPENDIX VI

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

[At its second sitting the Governing Body dealt with the 104th and 105th reports of the Committee on Freedom of Association and at its third sitting it dealt with the 106th report. The texts of these reports will be found in the *Official Bulletin* (Geneva, ILO), Vol. LI, No. 4, Oct. 1968, Supplement.]

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APPENDIX VII

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

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

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APPENDIX VIII

Eighth Item on the Agenda: Report of the Allocations Committee

[The report of the Allocations Committee, which the Governing Body dealt with at its second sitting, is not reproduced here. The text of the report will be found in *Record of Proceedings*, op. cit., Appendix V, item (1), para. 12, pp. 549-551.]
Ninth Item on the Agenda: Report of the International Organisations Committee

APPENDIX IX

1. The International Organisations Committee met on 29 May 1968 under the chairmanship of Mr. Borisov, Government member, USSR, in connection with the 172nd Session of the Governing Body.

Relations between the ILO and the United Nations Industrial Development Organisation

2. The Committee noted that, as a result of negotiations which were still proceeding when it had last met, the Director-General and the Executive Secretary of the United Nations Industrial Development Organisation (UNIDO) had been able to reach agreement on a memorandum of guidelines for co-operation between the ILO and UNIDO, which they had signed in Geneva on 3 April 1968. This memorandum is designed to afford a solid basis for the development of immediate practical co-operation between the ILO and UNIDO. The experience gained as a result of such practical co-operation and the outcome of the surveys and consultations that are to take place, and have now begun, within the framework of the agreed guidelines are expected to make it possible to finalise, in fuller knowledge of all practical aspects of co-operation, a more formal and more detailed agreement, which the Director-General and the Executive Director of UNIDO will submit to the Governing Body, and to the Industrial Development Board, when agreed upon between them.

3. Members from all three groups welcomed the fact that agreement on the memorandum of guidelines opened a new phase in the relations between the ILO and UNIDO and offered the prospect of constructive co-operation in meeting the needs of the developing countries.

4. Both the Employer and the Worker members expressed satisfaction that progress had been achieved in defining the lines along which the two organisations would co-operate. Protracted uncertainty had come to an end now that the agreement reached had been recorded in a self-contained document signed by the Director-General and the Executive Director of UNIDO.

5. In the opinion of the Worker members, the memorandum of guidelines was an essentially practical document, and the pragmatic approach it reflected was best suited to the demands of the situation. A degree of flexibility in interpretation remained desirable, and the necessary clarification of certain clauses should be allowed progressively to emerge from the experience gained in their practical application.

6. Nor could the memorandum of guidelines resolve all problems, some of which would require continuing attention, but the Employers and Workers felt that, if applied, as they trusted, in a constructive spirit, the provisions of the memorandum would eventually allow practical results to be achieved, which alone really mattered. They acknowledged that, while the negotiations resulting in the present agreement had been laborious, the Director-General had sought to serve this wider aim. Endorsement of the agreement reached with the Executive Director would permit of further progress along pragmatic lines and thereby facilitate the ultimate solution that was generally desired.

7. The definition of responsibility in regard to management development was amongst those which members felt to require elaboration. In this connection, it was explained that the memorandum did not envisage the transfer to UNIDO of existing ILO projects, but the possibility of adding to such projects additional elements which would enhance their global effectiveness, and which UNIDO was specially qualified to provide, thereby avoiding the need for the ILO to deal, for the sake of the success of its projects, with matters falling outside its proper role. Worker members also drew attention to the role of workers in the improvement of productivity, to which the ILO should devote special attention.

8. As regards the role of the ILO in the field of vocational training, Worker members felt that the ILO should actively pursue its efforts to meet the considerable and varied needs of the developing countries, and that the role devolving upon the ILO in training for industrialisation would depend on the quality of its work and be commensurate with the extent to which it succeeded in meeting those needs.

9. Finally, the Worker members stressed the view that industrialisation was a means of achieving higher standards of living and employment in developing countries. UNIDO should not overlook this vital consideration, and it would be the ILO's special responsibility, in co-operating with UNIDO, to orient their joint activities towards that aim.

10. The Principal Deputy Director-General stated that the essential objective was the development of the developing countries in the light of the long-range social objectives of the ILO. The Director-General was fully conscious that the part which the ILO would play would depend on the quality, scope and conception of the ILO's activities; this preoccupation would continue to be reflected in his programme proposals.

11. While expressing the desire for further detailed information on the development of the activities of UNIDO, including the results of the International Symposium on Industrial Development held in Athens from 29 November to 19 December 1967, and on the outcome of the consultations and surveys now under way in accordance with the guidelines, the Committee agreed that such information could best be considered at the next session. It should now confine itself, in accordance with the new arrangements made by the Governing Body, to matters requiring urgent action, such as the memorandum of guidelines.

12. It was the general feeling that endorsement of the agreement reached between the Director-General and the Executive Director of UNIDO was a desirable first step, to be followed, in the fairly near future, by a formal agreement to be submitted for approval to the Governing Body and the Industrial Development Board. The true value of the memorandum of guidelines would be judged by the results its endorsement would enable the organisations to achieve in co-operating in the promotion of the industrial development of developing countries. Accordingly, the Committee agreed to recommend the Governing Body:

(a) to welcome the significant progress achieved in the development of close co-operation between the ILO and UNIDO as a result of the agreement reached between the Director-General and the Executive Director of

1 See above, second sitting.
UNIDO on the memorandum of guidelines for co-operation between the ILO and UNIDO of 3 April 1968; and

(b) to invite the Director-General to pursue and expand co-operation with UNIDO along the lines set out in that memorandum.

Agricultural Education, Science and Training

13. As a result of the increase in their activities, the definition of the respective roles of the FAO and UNESCO in regard to agricultural education, science and training has given rise to serious difficulties, which have led to active discussions and consultations, especially during the last 18 months, with a view to resolving this conflict. Any solution reached was, however, bound to be of concern to the ILO, which co-operates with both the FAO and UNESCO in regard to employment, training and rural development. The Director-General therefore actively participated in discussions which led successively to a joint statement by the Directors-General of the ILO, the FAO and UNESCO, appended to the 34th Report of the Administrative Committee on Co-ordination, and to the signature in Rome on 3 May 1968 of an aide-mémoire setting forth guidelines for co-operation between the FAO, UNESCO and the ILO in agricultural education, science and training.¹

14. The joint statement, after stressing that the share of resources allocated to agricultural education, science and training is still relatively small and not increasing at an adequate rate, so that a major effort is required by the three organisations, puts forward an entirely new approach: instead of attempting to divide the field of agricultural education, science and training into areas falling within the exclusive competence of one organisation or the other, it contemplates joint or complementary action by the three organisations, with the total available intellectual and material resources should be mobilised to face problems which cannot be effectively dealt with in an isolated manner or by any single agency in areas where combined effort would be more fruitful.

15. In order to give effect to this new approach, it remained necessary to work out the necessary definitions and practical arrangements, which were agreed upon and embodied in an aide-mémoire setting forth guidelines for co-operation between the three organisations. The aide-mémoire first establishes the criteria on the basis of which the three organisations will undertake complementary programmes or joint projects, namely that primary responsibility for a particular programme or project which, in the promotion of the common goal of economic and social development in the rural area, consists in the promotion of agriculture, including fisheries, forestry and nutrition, will rest with the FAO; in the promotion of education, will rest with UNESCO; or in the promotion of rural employment, will rest with the ILO.²

16. In this connection, it was explained that the term "rural employment" as here used, was understood by the three Directors-General to include the training component of rural employment activity as understood by the ILO and, in particular, training for the acquisition of extra agricultural skills (i.e. skills other than agricultural production, such as artisan crafts (e.g. building and handicrafts), mechanical skills, machinery maintenance and pre-vocational training).

17. The aide-mémoire further lays down the essential principle that the organisation which has taken the initiative in a given area and, in particular, in training, shall remain the supporting role of the two organisations that do not play a significant part in that area. Any solution reached was, however, bound to be of concern to the ILO, which co-operates with both the FAO and UNESCO in regard to employment, training and rural development. The Director-General therefore actively participated in discussions which led successively to a joint statement by the Directors-General of the ILO, the FAO and UNESCO, appended to the 34th Report of the Administrative Committee on Co-ordination, and to the signature in Rome on 3 May 1968 of an aide-mémoire setting forth guidelines for co-operation between the FAO, UNESCO and the ILO in agricultural education, science and training.¹

² See ibid., pp. 311-314.

21. All those who had laboured to reach this new agreement could, with a clear conscience, claim to have made a contribution to facilitating intensified co-operative action between the three agencies. The aide-mémoire defines the terms of reference of the Inter-Secretariat Working Group to be established to facilitate the planning and execution of complementary or joint action programmes at the secretariat level.

20. There already existed a good deal of co-operation between the ILO and the FAO in the field of rural employment and related activities. Co-operation in the areas of common interest such as co-operatives, rural employment promotion, agrarian reform, settlement of refugees, and training practices and methods related to rural welfare activities had been facilitated by the exchange of information on programmes and by reciprocal consultations of the technical staff concerned, so that duplications of effort had been avoided in many instances, even though there were still sometimes difficulties arising as to a clear demarcation of responsibilities between the two organisations, especially as far as UNDP (Special Fund) projects in fields of common interest were concerned. It was hoped that the FAO's aide-mémoire would help to remove these difficulties and further strengthen the long-standing co-operation that existed between the two organisations.

22. It would be idle to pretend that all difficulties had been overcome by the mere signing of the aide-mémoire or that problems might not arise in future. That was only to be expected when dealing with so vast a field as agricultural education, science and training, issues of such magnitude and such complexity. What mattered was that each organisation, in accordance with the obligations falling upon it under the new agreement, should do its utmost to ensure the smooth and easy running of the agreement, and that it might have a hand in implementing it the same spirit of conciliation and accommodation as that which had marked its formulation. There was already evidence that the will to implement it in a constructive manner would be forthcoming. The Director-General of the FAO wished to give an assurance that the ILO could rely on him to continue to strive with all the energy at his command to see that the agreement was enforced as far as the FAO was concerned.
23. The opportunities for useful service to member States which lay before the three agencies in the field of agricultural education, science and training were indeed very great, and it would be both the duty and the privilege of all those concerned to collaborate in a spirit of mutual trust and constructive co-operation to implement the aide-mémoire in the spirit in which it had been conceived by the three Directors-General.

24. The Director-General of UNESCO, whose representative was unable, due to temporary dislocation of transport, to attend the meeting, had sent a message, which was read to the meeting, requesting the Director-General to convey to the Committee the sincere satisfaction of the Director-General of UNESCO at the successful completion of the tripartite negotiations which had led to the signature in Rome, on 3 May 1968, of the aide-mémoire setting forth guidelines for co-operation between the ILO, FAO and UNESCO in the field of agricultural education, science and training. The Director-General of UNESCO was convinced that the implementation of the aide-mémoire could provide a fresh start in international co-operation in this important field. He warmly associated himself with the new approach agreed upon, which stemmed from the concept of complementarity rather than from division of competences. This complementarity and conjunction of efforts was the underlying principle of the whole aide-mémoire and a prerequisite for its success. What emerged from section 1 of the aide-mémoire as common to the three organisations was a joint responsibility in the field of rural development for which, in his view, no single organisation was alone responsible. The UNESCO Executive Board, at its current session, would examine the question during the current week, and he hoped it would endorse this new instrument of international co-operation in agricultural education, science and training.

25. The Principal Deputy Director-General conveyed to the Committee the Director-General’s warm appreciation for the co-operation extended by the Directors-General of the FAO and UNESCO, to which their messages further testified.

26. Employer, Worker and Government members, while regretting that difficulties had ever arisen in this field, expressed deep satisfaction at the manner in which they had been resolved. The agreement reached in Rome by the Directors-General of the ILO, the FAO and UNESCO set a new pattern in co-operation between international organisations, and the spirit of constructive understanding and mutual help that was so much in evidence was an earnest of the success of the venture upon which the three organisations were jointly embarking. In particular, the arrangements made for the joint planning of future activities were especially welcomed because they afforded the key to a concerted, mutually supporting approach to the problem of rural development.

27. In this connection, some Employer members stressed the importance of the agricultural sector, for the development of which an insufficient share of international resources was available, as recognised by the three Directors-General. Apart from the role of agriculture in the economies of the developing countries, only a modern, thriving agriculture could provide urgently needed employment for the larger part of the population, which could not expect to obtain it from the process of industrialisation, which tended, for reasons of efficiency, to be capital-intensive. A broad view had to be taken of the definition of the agricultural sector, which should comprise, in addition to agriculture, fisheries and forestry, all related activities, including the small rural industries.

28. Reservations were expressed by some Employer and Government members regarding the size of the proposed joint FAO/UNESCO/ILO advisory committee on agricultural education, science and training, which, if it had to be set up, could probably work more efficiently and cheaply if composed of fewer members and if it could meet without the attendance of observers. It was, however, pointed out that these arrangements had been devised to take into account the special needs of the FAO and UNESCO. Moreover, the proposed arrangements were subject to revision so that, if the doubts expressed were justified by experience, adjustments could then be made.

29. As the various arrangements outlined in the Rome aide-mémoire appeared otherwise entirely satisfactory, the International Organisations Committee agreed to recommend the Governing Body to:

(a) welcome the new approach to co-operation in the field of agricultural education, science and training agreed upon by the Directors-General of the ILO, FAO and UNESCO in the joint ACC statement and the aide-mémoire of 3 May 1968;

(b) invite the Director-General to make appropriate arrangements to ensure full ILO participation in joint action in this field on the basis of the aide-mémoire signed in Rome on 3 May 1968 by the Directors-General of the ILO, FAO and UNESCO; and

(c) authorise the Director-General to participate in the establishment and operation of a joint FAO/UNESCO/ILO Advisory Committee on Agricultural Education, Science and Training, the terms of reference of which are set out in the aide-mémoire of 3 May 1968.

V. BORISOV,
Chairman and Reporter.
Tenth Item on the Agenda: Report of the Committee on Industrial Committees

1. The Committee on Industrial Committees met on 28 May 1968. The Committee was informed that its Chairman, Mr. Haenlein, was no longer a member of the Governing Body. The Committee, after paying tribute to Mr. Haenlein's outstandingly able chairmanship, unanimously elected Mr. Knolle (Federal Republic of Germany) as its new Chairman.

2. At its February 1968 meeting the Committee on Industrial Committees had before it the note on the proceedings of the Sixth Session of the Advisory Committee on Salaried Employees and Professional Workers 2 (Geneva, 4-14 December 1967) and the Director-General’s proposals concerning the effect to be given to the conclusions of the session.

3. On the Committee’s recommendation, the Governing Body authorised the Director-General to communicate to governments the reports, conclusions and resolutions adopted by the Advisory Committee on Salaried Employees and Professional Workers 3 at its Sixth Session, drawing their special attention to the report and conclusions (No. 57) concerning the impact of social and economic developments on working and living conditions in the distributive trades, and to the report and conclusions (No. 58) concerning aspects of human resources development policy affecting non-manual workers and requesting them to communicate these texts to the employers’ and workers’ organisations concerned.

4. The Government member of the USSR referred to this decision and emphasised the importance of indicating in that connection that the Governing Body had not taken due note of all the Committee documents involved.

5. The Committee was now called upon to give further consideration to the effect to be given to the conclusions of the Advisory Committee.

Aspects of Human Resources Development Policy Affecting Non-Manual Workers

6. In paragraph 20 of conclusions No. 58, which were unanimously adopted by the Advisory Committee, that Committee recommends that the international agencies take measures to assist regional and sub-regional co-ordination of human resources policies and to foster the better utilisation of limited training resources. The Advisory Committee also recommended that, in this connection, existing international, regional and sub-regional training centres and, in particular, the International Centre for Advanced Technical and Vocational Training in Turin, should be better utilised and their activities better co-ordinated. It further requests that the ILO should expedite preparation of the Ottawa Plan for Human Resources Development, the Asian Employment Plan and the Jobs and Skills Programme for Africa, so that blueprints may be available to developing countries in the regions concerned for fitting their manpower resources realistically into the complicated pattern of manpower requirements that will emerge in the future.

7. The Office has been and is carrying out a large number of technical co-operation projects in the field of vocational training and better utilisation of human resources. Several of these projects directly concern some categories of non-manual workers. Any further requests from governments for technical co-operation projects in this field will be given consideration by the Office to the extent practicable.

8. The Committee on Industrial Committees recommends the Governing Body to authorise the Director-General to give effect, within the programme of work of the ILO, to the requests formulated by the Advisory Committee on Salaried Employees and Professional Workers in conclusions No. 58 concerning technical co-operation in respect of non-manual workers, bearing in mind the indications contained in the preceding paragraph.

Emigration of Professional Workers from the Developing Countries

9. In resolution No. 59, which was unanimously adopted by the Advisory Committee, that Committee invites the Governing Body to request the Director-General to undertake studies and inquiries with a view to collecting information on the emigration of professional and non-manual workers from the developing countries, and to request him to submit, if possible, a report on the "drain" of highly qualified human resources from the developing countries for consideration at a future session of the International Labour Conference.

Harmonisation and International Recognition of Degrees, Diplomas and Certificates of Salaried Employees and Professional Workers

10. In resolution No. 60, which was unanimously adopted by the Advisory Committee, that Committee invites the Governing Body to request the Director-General to continue and bring up to date, where appropriate in collaboration with UNESCO, the study of problems connected with the evaluation, harmonisation and international recognition of diplomas and certificates of salaried employees and professional workers, with a view to the adoption of international standards in this field where desirable.

Training, Improvement and Retraining of Non-Manual Workers

11. In resolution No. 61, adopted unanimously, the Advisory Committee invites the Governing Body (1) to ask the Director-General to follow closely developments with regard to the training, improvement and retraining of non-manual workers by studying, for example, the extent to which the Vocational Training Recommendation, 1962 (No. 117), is applied to such workers; and (2) to consider the inclusion of this subject in the agenda of a forthcoming International Labour Conference session with a view to determining, in the light of such studies, what further international instruments are needed in the field of training, improvement and retraining for non-manual workers.

12. The Government member for the USSR pointed out, in connection with resolution No. 59, that the Director-General was engaged in drawing up a list of all questions which had been proposed for consideration by the International Labour Conference and hoped that the
proposals made by the Advisory Committee would also be taken into consideration.

13. 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 non-manual workers, to bear in mind the views expressed by the Advisory Committee on Salaried Employees and Professional Workers in resolutions Nos. 59, 60 and 61.

Effect Given to the Conclusions and Resolutions Adopted by the Advisory Committee on Salaried Employees and Professional Workers at Its Previous Sessions.

14. In its report to the Advisory Committee, which was unanimously adopted together with the appendix, the Working Party on the Effect Given to the Conclusions and Resolutions Adopted by the Advisory Committee on Salaried Employees and Professional Workers at Its Previous Sessions mentioned the texts on which it considered desirable that further information should be provided by governments as well as those which should continue to receive the attention of the Office. In his proposals concerning the action to be taken by the Office, the Director-General, in paragraph 12 of the paper submitted to the Committee on Industrial Committees, had suggested that effect should be given as far as possible to the wishes expressed by the Advisory Committee.

15. Mr. De Bock proposed that the words “as far as possible” should be deleted. They were not only superfluous but might even serve as a pretext for not taking action. The Government member for the Federal Republic of Germany said that he saw no objection to such a deletion.

16. Mr. Erdmann objected to the proposal, pointing out that this point affected the programme of work of the Office, which should be allowed some flexibility in determining it. The Government member for the United States, supported by the Government member for the United Kingdom, expressed his agreement with the previous speaker. The Chairperson should be left free to decide the priority to be given to the many requests for action that were constantly being laid before it.

17. The Government member for the USSR supported the proposal for deletion. Lord Collison concurred; moreover, in his view, all the matters referred to by the Working Party of the Advisory Committee deserved the continuing attention of the Office.

18. The representative of the Director-General confirmed that the words “as far as possible” referred to the proposals for action. The use of these words was in keeping with traditional practice.

19. On the proposal of the Government member for the United Kingdom, it was decided that the words “give effect, as far as possible, to” in paragraph 12 of the above-mentioned paper should be replaced by “take account of”.

20. The Committee on Industrial Committees accordingly recommends the Governing Body to request the Director-General to draw the attention of governments and, through the employers’ and workers’ organisations concerned, to the report of the Working Party and to take account of the wishes expressed by the Working Party in regard to action by the Office.

Future Activities of the International Labour Office with respect to Non-Manual Workers.

21. In resolution No. 62, which it adopted unanimously, the Advisory Committee invites the Governing Body to request the Director-General to intensify the activities of the Office with regard to non-manual workers by devoting to these activities a share of the ILO budget commensurate with the importance of these workers in the labour force of the various countries and, in so doing, to devote particular attention to the following problems by means of studies and research and such other measures as may be required, especially meetings of experts and tripartite meetings, with a view to such further appropriate action as may appear desirable to the Governing Body, including consideration of these questions for inclusion in the agenda of the International Labour Conference: (1) problems relating to engineers, technicians and scientific and executive staff, excluding management; (2) the radius clause; (3) the social consequences of employment of temporary staff in commerce and offices; (4) the social consequences of the rapid extension of the use of electronic equipment in office work; (5) the conditions of employment of journalists, having regard to resolutions Nos. 48 and 55 previously adopted by the Advisory Committee; and (6) statistics relating to salaried employees and professional workers in both industrialised and developing countries with particular reference to their numbers and qualifications (by categories), extent of occupational or professional organisation, remuneration, and other working conditions, social security, etc.

Employment and Working Conditions of Nursing Personnel, with Special Reference to Nurses.

22. In resolution No. 63, which it adopted unanimously, the Advisory Committee invites the Governing Body to request the Director-General to submit to it, after consultation with the World Health Organisation, proposals for the preparation of an international instrument on the status of nursing personnel, with special reference to nurses.

Protection of Salaried Inventors.

23. In resolution No. 64, which it adopted unanimously, the Advisory Committee invites the Governing Body (1) to request the Director-General to undertake (1) an inquiry into conditions of employment in the film industry, taking particularly into account the impact of television and the internationalisation of production; and (2) an inquiry into the effects of uses of recorded and/or broadcast performances on the social and economic conditions of the professions of musical, theatrical and variety performers.

24. In resolution No. 65, which it adopted unanimously, the Advisory Committee invites the Governing Body to request the Director-General, when drawing up the work programme of the Office in the field of non-manual workers, to bear in mind the views expressed by the Advisory Committee on Salaried Employees and Professional Workers in resolutions Nos. 62, 63, 64 and 65.

Performers.

25. 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 non-manual workers, to bear in mind the views expressed by the Advisory Committee on Salaried Employees and Professional Workers in resolutions Nos. 62, 63, 64 and 65.

26. In resolution No. 66, which it adopted unanimously, the Committee invites the Governing Body (1) to appeal to the governments of States Members of the International Labour Organisation that have not yet adhered to the International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organisations adopted in Rome in 1961 1 to do so; and (2) to make all necessary arrangements for the ILO to continue, in accordance with Article 32 of the Convention, its inspection and other activities relating to the administration and control of the application of that international instrument.

27. It may be noted that, in pursuance of the joint ILO/UNESCO/BIRPI action regarding the implementation of the International Convention for the Protection of

Performers, Producers of Phonograms and Broadcasting Organisations (Rome, 1961), the First Session of the Inter-
governmental Committee established by Article 32 of the
Convention was held at the International Labour Office
on 18 and 19 December 1967. The Committee agreed,
among other things, that a communication should be sent
to the governments of States which are parties to the
Universal Copyright Convention and the Berne Conven-
tion for the Protection of Literary and Artistic Works but
have not yet adhered to the Rome Convention, for the
purpose of ascertaining their views as to the possibility
of their adhering to that Convention. The Director-
General, in close co-operation with the Director-General
of UNESCO and the Director of BIRPI, will act on the
decisions of the Intergovernmental Committee, as appro-
priate, and keep the Governing Body informed of further
developments.

28. The Committee on Industrial Committees recom-
mends the Governing Body to take note of the wish expressed by
the Advisory Committee on Salaried Employees and Professional Workers in resolution No. 66 and of the action of the Office referred to in the preceding paragraph.

Paid Educational Leave for Occupational and Educational
Improvement.

29. In resolution No. 67 which it adopted by 70 votes to
41, with 10 abstentions, the Advisory Committee
invites the Governing Body to accelerate the necessary
action with a view to complying with the request made in
paragraph 3 of the resolution concerning paid educational
leave as adopted by the Conference at its 40th (1965)
Session¹, in view of the importance of the question for
non-manual workers.

30. Mr. Erdmann observed that resolution No. 67 had
been adopted only by a comparatively small majority in
a committee composed of more than 140 delegates,
some of whom had evidently not taken part in the vote.
The attitude of the Employers towards the question of
paid educational leave was common knowledge, and
some of whom had evidently not taken part in the vote.
Mr. Erdmann observed that resolution No. 67 had
been adopted only by a comparatively small majority in
a committee composed of more than 140 delegates,
some of whom had evidently not taken part in the vote.
The attitude of the Employers towards the question of
paid educational leave was common knowledge, and
rather than outline all the arguments that had been
adduced, he wished simply to place it on record that the
Employer members were opposed to the proposed action.

31. Mr. De Bock, speaking on behalf of the Worker
members, endorsed the action recommended, adding that
in his view the majority was an ample one and faithfully
reflected the consensus in the Advisory Committee.

32. Subject to the opposition of the Employer mem-
bers, as outlined above, the Committee on Industrial
Commitees recommends the Governing Body to take note
of the views expressed by the Advisory Committee on
Salaried Employees and Professional Workers in resolu-
tion No. 67.

Importance for Non-Manual Workers of Certain Inter-
national Labour Conventions and Recommendations.

33. In resolution No. 68, which it adopted unani-
mosly, the Advisory Committee invites the Governing
Body to appeal to member States: (1) to ratify, if they have not already done so, the Freedom of Association
and Protection of the Right to Organise Convention, 1948
(No. 98), the Right to Organise and Collective Bargaining
Convention, 1949 (No. 98), and the Discrimination
Employment and Occupation) Convention, 1958 (No. 117),
and to apply these Conventions to manual and non-
manual workers alike; (a) to consider, if they have not
already done so, early ratification of the Hygiene (Com-
merce and Offices) Convention, 1964 (No. 120), and all
other Conventions applying to non-manual workers; and
(3) to pay particular attention to the provisions of the
Reduction of Hours of Work Recommendation, 1962
(No. 120), and the Termination of Employment Recom-
mandation, 1963 (No. 119), in relation to non-manual
workers.

34. The Government member for the USSR, although
not making a formal proposal, hoped that in addition to
an appeal for ratification of the Conventions mentioned,
a request for information concerning the practical imple-
mentation of the instruments referred to might be ad-
dressed to governments.

35. Mr. Erdmann, on behalf of the Employer members,
expressed his opposition to the action recommended by
the Director-General. Paragraph 24 of the paper sub-
mitted to the Committee on Industrial Committees was
drafted in too broad a manner and lumped together
three distinct classes of instruments; moreover, the
reference to "all other Conventions applying to non-
manual workers" was very vague. But the crucial issue
was whether it was proper for the Governing Body to
attempt somehow to coerce States into ratification.
Ratification of ILO instruments was a matter for their
individual, sovereign decision. Once the governments had
been duly informed, the matter was out of the ILO's
hands.

36. Mr. De Bock indicated his surprise at the attitude
of the Employer members, the more so since the appeal
related to Conventions many of which were already being
widely applied. In the eyes of the Worker members, the
recommended action was entirely in order, for it was in
line with the ILO's duty to promote social progress.
In Belgium the workers were in fact looking far beyond
the action outlined and were preparing a list of ILO
instruments on the ratification and implementation of
which they would insist on the occasion of the fiftieth
anniversary of the ILO.

37. Lord Collison drew attention to the fact that
resolution No. 68 had been adopted unanimously. He
could see no objection to the ILO's calling the attention
of governments to Conventions and Recommendations
of concern to non-manual workers.

38. The Government member for the Federal Republic
of Germany noted that, appeal as it might, the ILO
had no means of securing ratification of instruments,
which was a matter for decision by member States.

39. On the suggestion of Mr. Erdmann, it was decided
that the words "address the above-mentioned appeal to
the governments of ILO member States" in paragraph 24
of the Office paper would be replaced by "inform the
governments of ILO member States of the views of the Advisory Committee".

40. The Committee on Industrial Committees recom-
mends the Governing Body to authorise the Director-General
to inform the governments of ILO member States of the views expressed by the Advisory Committee in resolution No. 68.

Composition, Scope and Periodicity of Meetings of the
Advisory Committee on Salaried Employees and Profes-
sional Workers and of the Joint Committee on the Public
Service.

41. In resolution No. 69, which was adopted unani-
mosly, the Advisory Committee invites the Governing
Body to convene the Advisory Committee on Salaried
Employees and Professional Workers at far more regular
intervals, which should not exceed three years; (2) to
consider the desirability of having a suitable number of
developing countries, particularly from Africa, repre-
ented on the Committee, with a view to a more balanced
representation of the various continents; and (3) to
convene the first meeting of the Joint Committee on the
Public Service as soon as possible, and not later than 1969.

42. As regards operative paragraphs 1 and 2 of reso-
lution No. 69, members of the Committee on Industrial
Committees were aware that (a) the question of the
frequency of meetings of Industrial and analogous Com-
mittees was one of the problems which the Committee
had entrusted to an ad hoc working party into ratification,
consideration and (b) the next review of the membership
of Industrial and analogous Committees was not due
until 1970.

The Government member for the USSR, supported by other members of the Committee, suggested, with reference to operative paragraph 1 of resolution No. 69, that a copy of that resolution should be submitted to the Committee on Industrial Committees at the forthcoming November session of the Governing Body, together with the reports of the Working Party of the Committee on Industrial Committees set up to examine the problems connected with Industrial Committees and other industrial meetings of various kinds.

The Committee endorsed this proposal and took note of the wish expressed in operative paragraph 2 of resolution No. 69.

As regards operative paragraph 3 of resolution No. 69, the Governing Body decided at its 167th Session (November 1966) to set up a Joint Committee on the Public Service to deal with the problems of public servants. Preparatory work for the first meeting of that Committee has already begun, although no date has yet been set.

Mr. De Bock stressed that the Worker members were very anxious that the Joint Committee on the Public Service should meet as soon as possible.

The Government member for the United States pointed out that the request for convening a meeting in 1969 could not be met since no corresponding provision appeared in the budget for that year, which had already been adopted by the Governing Body. The Government member for the Federal Republic of Germany supported this view, but thought that the first meeting of the Joint Committee might be held in 1970.

Mr. Erdmann said that, although the matter was not one of direct concern to the Employer members, he was curious to know what the Joint Committee's status would be, and who would be responsible for deciding its membership, agenda and so on.

The representative of the Director-General indicated that the Joint Committee would not be considered a major meeting, and that arrangements for it would be made by the Governing Body and not by the Committee on Industrial Committees. It was anticipated that the Director-General would include the first meeting of the Committee in his 1970-71 programme proposals.

Mr. Erdmann wondered whether, in that case, the Committee on Industrial Committees was justified in making recommendations on a matter which was outside its competence.

The Committee on Industrial Committees recommended the Governing Body, in determining the programme of ILO activities for 1970-71, to take into consideration the request expressed in resolution No. 69 that the first meeting of the Joint Committee on the Public Service should be convened as soon as possible.

Questions to Be Proposed for the Agenda of the Seventh Session of the Committee.

In resolution No. 70, which it adopted unanimously, the Advisory Committee requests the Governing Body to consider certain topics for inclusion in the agenda of its Seventh Session.

The Committee on Industrial Committees decided to defer to a later session of the Committee the agenda of the Seventh Session of the Advisory Committee on Salaried Employees and Professional Workers.

Observers Attending the Sixth Session of the Advisory Committee.

The Committee on Industrial Committees recalled that at its meeting held in connection with the 169th Session of the Governing Body (Geneva, June 1967), at which it had recommended to the Governing Body that certain international organisations should be invited to send not more than one observer to the Sixth Session of the Advisory Committee on Salaried Employees and Professional Workers, it had been understood that, in view of the exceptionally large number of such organisations, the Director-General would report to the Committee on Industrial Committees on the participation of observers in the Sixth Session of the Advisory Committee.

The Director-General accordingly reported that representatives of 29 intergovernmental and non-governmental organisations had attended the Sixth Session of the Advisory Committee on Salaried Employees and Professional Workers. Fifteen of them, all from non-governmental organisations, had taken part in the general discussion. The representative of BIRPI had participated in the discussion of the draft resolution concerning the protection of salaried inventors.

The Director-General further reported that all the observers had made statements relevant to the agenda of the session and the subjects under discussion. They had pointed to the importance of ILO action in the fields of competence of their respective organisations and to the need to expand and intensify the ILO programme concerned with non-manual workers. The representative of BIRPI had emphasised the concern of his organisation with the protection of salaried inventors and the effects of technological developments on entertainment workers. The contributions made by the observers had not been such as to create difficulties or to interfere with the smooth running of the proceedings of the session.

Mr. Erdmann considered that it had perhaps been unwise to ask the Office to make an evaluation of the participation of observers in the Sixth Session of the Advisory Committee. The Employer members considered that the last sentence of the preceding paragraph was an expression of opinion and should not be maintained; it also duplicated what was said in the first sentence of that paragraph. Moreover, it referred only to the speeches made in the plenary sittings, and not to the overall effect of the attendance of so many observers at the session. The reports he had received on this matter were not favourable.

On the other hand, the Worker members considered that the Director-General had made a correct evaluation of the participation of observers in the session.

The Committee recommends the Governing Body to take note of the views expressed in the foregoing paragraphs with regard to the participation of observers in the Sixth Session of the Advisory Committee on Salaried Employees and Professional Workers.

II. Building, Civil Engineering and Public Works Committee: Invitation of Non-Governmental Organisations to the Eighth Session

The following international non-governmental organisations are keenly interested in the work of the Building, Civil Engineering and Public Works Committee and have been invited by the Governing Body to send observers to previous sessions of the Committee:

(i) European Federation of National Associations of Engineers;
(ii) Inter-American Federation of the Construction Industry;
(iii) International Catholic Secretariat for Technologists, Agriculturalists and Economists;
(iv) International Federation of Asian and Western Pacific Contractors' Associations;
(v) International Federation of Building and Woodworkers;
(vi) International Federation of Christian Trade Unions of Building and Woodworkers;
(vii) International Federation of European Contractors of Building and Public Works (formerly the International Federation of Building and Public Works);
(viii) International Union of Architects;
(ix) International Federation of Commercial, Clerical and Technical Employees.
61. In addition, the Trade Unions International of Workers of the Building, Wood and Building Materials Industries has expressed a wish to be represented by observers at the Eighth Session of the Committee. In reply to a question from Mr. Erdmann, the representative of the USSR, Mr. De Bock explained that the Trade Unions International, which was formerly a trade department of the World Federation of Trade Unions, had become an independent organisation.

62. The Committee on Industrial Committees recommends the Governing Body to invite the ten international non-governmental organisations mentioned above to be represented by observers at the Eighth Session of the Building, Civil Engineering and Public Works Committee.

III. Second Tripartite Technical Meeting for Mines Other than Coal Mines: Initation of Non-Governmental Organisations

63. The following international non-governmental organisations have indicated that they are interested in the work of the Second Tripartite Technical Meeting for Mines Other than Coal Mines (Geneva, 28-29 November 1968) and expressed a wish to be represented at the meeting by observers:

(i) Miners' International Federation;
(ii) Miners’ Trade Unions International;
(iii) International Federation of Christian Miners' Unions;
(iv) International Metalworkers' Federation;
(v) International Confederation of Executive Staffs.

64. The Committee on Industrial Committees recommends the Governing Body to invite the five international non-governmental organisations mentioned in the preceding paragraph to be represented by observers at the Second Tripartite Technical Meeting for Mines Other than Coal Mines.

IV. Periodic Reports on the Effect Given by the Office to Requests of Industrial Committees: Eighth Session of the Metal Trades Committee

65. The Committee had before it a paper containing a periodic report on the effect given by the Office to requests made by the Metal Trades Committee at its Eighth Session. This report was submitted in accordance with the decision taken by the Governing Body at its 16th Session (December 1964) to the effect that the Director-General should present to the Committee on Industrial Committees, two years after consideration by the Governing Body of the most recent conclusions of an Industrial Committee, a report on the action taken on the recommendations of that Committee which concern the Office.

66. Mr. De Bock, on behalf of the Worker members, expressed satisfaction with some sections of the report but had serious reservations regarding others. In general, he felt that the constant references in the report to insufficient financial resources as an explanation for the inability of the Office to give effect to several of the requests of the Metal Trades Committee did not create a good impression. Furthermore, he believed that those inquiries which were carried out by the Office were often unsatisfactory as none had been carried out on the spot.

67. Dealing with specific sections of the report, Mr. De Bock noted:

(a) that no statistics had been made available in connection with wage systems and levels in the metal trades industries;
(b) that, although mention was made of the preparation of a draft model code regarding occupational safety and health in shipbuilding and ship-repairing, there had been no assurance to date that the meeting of experts to adopt such a code would in fact ever be convened; and

(c) that despite the passage of six years nothing had been done by the Office to further the request for an analysis of all vocational training and productivity programmes in the field of metal trades, made by the Metal Trades Committee in 1962.

He requested that the Office should take action on these points, particularly stressing the preparation of a model code of safety regulations in shipbuilding and ship-repairing.

68. The Government member for the USSR expressed dissatisfaction with the fact that the Office was unable to carry out some of the requests of the Metal Trades Committee. He cited specifically the proposal concerning a model code of safety regulations and the convening of a tripartite meeting of experts on vocational training in the metal trades which had still not been met despite the concern expressed by the Metal Trades Committee, at its Eighth Session (December 1965), over the lack of progress in these fields.

69. The Director-General, in the paper referred to above, had reviewed the requests of various Industrial Committees for expanded language facilities with a view to asking the Committee on Industrial Committees to consider whether a recommendation should be made to the Governing Body regarding the expansion of language facilities.

70. Mr. De Bock, speaking on behalf of the Worker members, expressed the view that it was essential for the Committee to find a satisfactory solution to the problem of expanded language facilities, despite the recurrent mention of the lack of finances on which he had already expressed an opinion.

71. The Government member for the United States, supported by the United Kingdom Government member, felt that no decision could be taken without full knowledge of the frequency of Industrial Committee meetings and suggested that consideration should be postponed until the November meeting, when the Committee would have to consider the reports of its Working Party on Problems connected with Industrial Committees and Other Industrial Meetings of Various Kinds.

72. The Government member for the USSR felt that the request for expanded language facilities was reasonable and legitimate, especially from the point of view of the effective participation of delegates, and that a recommendation could be made now by the Committee without worrying about any future position which might be taken by the Financial and Administrative Committee.

73. The Government member for the Federal Republic of Germany expressed his sympathy with the proposed expansion of language facilities. He agreed, however, that the question should be postponed to the 173rd Session of the Governing Body, when the Committee could consider it in the light of the reports of its Working Party set up to examine the Problems connected with Industrial Committees and Other Industrial Meetings of Various Kinds.

74. The Government member for Venezuela agreed to the proposed postponement until November, but suggested that at that time a firm recommendation should be submitted by the Director-General.

75. Mr. Erdmann, speaking for the Employer members, agreed that the language facilities should be expanded to ensure the effective participation of all delegates. However, considering that this was a general question which concerned all Industrial Committees and equally other meetings of the ILO, he also suggested that its consideration should be postponed until November, when it could be dealt with on a more comprehensive basis by the Committee on Industrial Committees in connection with the report of the Working Party mentioned above.

76. The Committee took note of the periodic report on the effect given by the Office to the requests made by the Metal Trades Committee at its Eighth Session and agreed to postpone consideration of the expansion of language facilities until the 173rd Session of the Governing Body.
V. Meetings of Industrial and Analogous Committees in 1970 and 1971

77. Under the established procedure, the Committee on Industrial Committees gives preliminary consideration at the May session of the Governing Body to the programme of meetings of Industrial and analogous Committees for the second year following the current financial period. Since the Governing Body decided, at its 171st Session (February-March 1968), to recommend to the Conference the adoption of a biennial programme and budget, this study should in future cover a two-year period—in this case, 1970-71.

78. The Director-General had submitted to the Committee a paper containing proposals concerning meetings of the Industrial Committee type which might be held in 1970 and 1971. However, since the paper had been circulated only a few days before the meeting of the Committee, the Employer and Worker members proposed that consideration of it should be postponed until the November session. The Employers and Workers intend, during the intervening period, to undertake the necessary consultations at the national and international levels.

79. Mr. De Bock, on behalf of the Worker members, noted with regret that, in drawing up his proposals, the Director-General had taken it for granted that the four major meetings system would still be applied in 1970 and 1971, whereas in fact decisions concerning the frequency of meetings of the Industrial Committee type were to be taken by the Governing Body at the 173rd (November 1968) Session on the basis of recommendations which the Committee on Industrial Committees would submit to it after considering the report of the Working Party established by the Committee to examine the problems connected with Industrial Committees and other industrial meetings of various kinds. He pointed out that, at their last sessions, the Advisory Committee on Salaried Employees and Professional Workers and the Textiles Committee had expressed a wish to hold their next session not later than 1971.

80. The Committee decided to defer consideration of the 1970-71 programme of meetings of Industrial and analogous Committees until the 173rd Session of the Governing Body, it being clearly understood that at that session it would draw up definite recommendations on the matter for submission to the Governing Body.

H. Knolle,
Chairman.
Eleventh Item on the Agenda: Report of the Fiftieth Anniversary Committee

1. The Fiftieth Anniversary Committee met on 28 May 1968 under the chairmanship of Mr. Waline, in the absence of the Chairman, Mr. Farodi, to receive a progress report from the representative of the Director-General, who is the Fiftieth Anniversary Co-ordinator, for the period from 1 February to 1 May 1968.

2. The Co-ordinator, in introducing the progress report, explained that the table summarising fiftieth anniversary activities proposed at the national level was complete only to 1 May. More recent information had since been received, in particular from the Governments of the United Kingdom and the United Arab Republic, and, that very afternoon, from Czechoslovakia. He informed the Committee that the 50th Anniversary Information Bulletin would be issued very shortly and would henceforth appear periodically in a total of 3,500 copies in three languages. Furthermore, negotiations for the striking of commemorative medals had been undertaken and would be actively pursued in the next few days. As for postage stamp issues, news had been received that the United Nations had completed the competition for the design for the ILO anniversary stamp and was examining the design for an accompanying First Day Cover; and discussions had been initiated with the Philatelic Service of UNESCO to sell the commemorative stamps to collectors, as it had done for special issues associated with other international organisations. The Co-ordinator concluded by expressing the hope that those governments and those employers’ and workers’ organisations which had not yet informed him of their plans for the observance of the fiftieth anniversary would do so as soon as possible, and in any case before January 1969, so as to ensure worthy celebrations of the event.

3. After replying to questions of detail from Lord Collison, Mr. Ben Ezzedine and Mr. Kane concerning the issuance of postage stamps for the anniversary, the Co-ordinator indicated, in response to a question by Mr. Ghayour, that he would be at the disposal of delegations during the coming session of the Conference, and that he had arranged for a display of public information material prepared and planned for the anniversary year, as well as daily film showings. He introduced to the Committee the new Chief of the Public Information Branch, Mr. John Western, on whom would fall much of the burden of preparation of the anniversary, and also referred to the work, in connection with anniversary preparations, of the Workers’ and Employers’ Relations Branches and the Workers’ Education Branch, as well as all the other units in the Office which are co-operating in the preparation of printed material and other aids to enhance the success of the anniversary.

4. Mr. Möri informed the Committee of recent developments in connection with the anniversary celebrations in Switzerland. In addition to the projected concert in Geneva (where a specially commissioned musical work would be heard) the Swiss authorities would organise a boat ride on the lake during the Conference in 1969 and would encourage the press, radio and television to feature the ILO anniversary in their programmes. He suggested that the Conference groups invite the Co-ordinator to address them concerning the fiftieth anniversary and plans being made for its celebration, and assured him that the Workers’ group would in any case be glad to do so.

5. In answer to a question from the Chairman, the Co-ordinator indicated that authorship of the planned historical work had been entrusted by the Director-General to Mr. Anthony Alcock and contracts concluded with publishers in the United States and the United Kingdom; versions in languages other than English were being considered. In addition to this work and others mentioned in the progress report, the illustrated album was definitely scheduled for production, although in a limited number of copies because of the small financial resources available ($5,000). Reports had been received from several countries of their intention to publish retrospective and analytical works on the ILO and their relations with it.

6. Lord Collison, supported by Mr. Morgan, expressed the hope that the permanent exhibition which was being planned for the new ILO building would benefit from the various national exhibitions which would be held during 1969, the best items being either donated or reproduced for this purpose.

7. Lord Collison referred to the passage in the progress report concerning the participation of the ILO staff in the anniversary celebrations and was assured by the Co-ordinator that this matter was being followed closely.

8. In this connection, the Chairman suggested the compilation and distribution of a list of works written by members of the staff which had been published outside the Office and constituted an impressive collection of books of high value. He also referred to his earlier suggestion that books on the history of the ILO such as Edward Phelan’s Yes and Albert Thomas or his articles on the Montreal period published in Studies should be made available to delegates to the 53rd (1969) Session of the Conference. The Co-ordinator stated that the Central Library and Documentation Branch was collecting everything written about the ILO and could make it available.

9. The Chairman concluded by recalling that the anniversary observances, while paying due attention to the past, should be directed even more to the future.

P. WALINE,
Chairman.

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1 See above, second sitting.
Twelfth Item on the Agenda: Composition and Agenda of Committees and of Various Meetings

First Paper

Composition and Agenda of Expert and Other Meetings to be Held in 1969

Preparatory Technical Maritime Conference

1. The 1969 programme and budget proposals provide for a Preparatory Technical Maritime Conference. The budget credit of $29,868 is designed to cover the expenses of a Conference attended by tripartite delegations from 32 countries, to be held in Geneva for a period of 12 working days, as well as the cost of attendance of a tripartite Governing Body delegation of three persons.

2. In accordance with the usual practice in the case of preparatory technical conferences, the expenses of all delegates will be met by their governments.

Purpose and Agenda.

3. As proposed in a resolution adopted unanimously by the Joint Maritime Commission at its 20th Session (Geneva, September-October 1967) and noted by the Governing Body at its 170th Session (November 1967), the purpose of the Conference would be to consider social problems calling for international action which have arisen in the shipping industry since the last Maritime Session of the International Labour Conference (Geneva, April-May 1958), and to re-examine some of the older maritime instruments of the ILO with a view to bringing them up to date.

4. In accordance with the recommendations of the Joint Maritime Commission and as set out in the programme and budget proposals for 1969, it is proposed that the agenda of the Conference be as follows:

1. Crew accommodation.

2. Recommendation No. 109, Paragraph 2—revision of the 1958 wage figures of £25 or US$70 to their equivalent at the date of the Preparatory Technical Maritime Conference, having regard solely to the fall in the value of money since 1958.

3. Problems arising from technical developments and modernisation on board ship in connection with—

(a) recruitment measures designed to match the seagoing employment likely to be available;

(b) training and retraining for employment at sea;

(c) the effect on the level of employment of seafarers, including measures to alleviate any resulting redundancy.

4. Accident prevention on board ship at sea and in port.

5. Vocational training of seafarers.

6. Seafarers' welfare at sea and in port.

5. The Governing Body is invited, subject to the adoption of the 1969 programme and budget proposals by the General Conference, to fix the agenda of the Preparatory Technical Maritime Conference as proposed in paragraph 4 above.

Composition.

6. As suggested by the Joint Maritime Commission and specified in the programme and budget proposals for 1969, the 32 countries invited to be represented at the Conference would be the following: countries with at least 700,000 tons gross of merchant shipping as recorded by Lloyd's Register of Shipping in 1966, namely Argentina, Australia, Belgium, Brazil, Canada, Republic of China, Denmark, Finland, France, Federal Republic of Germany, Greece, Hong Kong, India, Italy, Japan, Lebanon, Liberia, Netherlands, Norway, Panama, Poland, Portugal, Spain, Sweden, United Kingdom, United States, USSR and Yugoslavia; and Israel, New Zealand, Pakistan and the United Arab Republic.

7. The practice generally followed in respect of earlier preparatory technical conferences has been for each country to be represented by an equal number of delegates from each group. It is accordingly suggested that each country to be represented at the Conference should be invited to send a delegation consisting of one Government delegate, one Employers' delegate and one Workers' delegate, together with such advisers as may be considered necessary.

8. The Director-General proposes to invite the United Nations and the Intergovernmental Maritime Consultative Organisation to be represented at the Conference.

9. International non-governmental organisations which have consultative status with the ILO will also be invited to be represented.

10. The Director-General further proposes that the following international non-governmental organisations should be invited to be represented by observers; International Transport Workers' Federation; International Federation of Christian Trade Unions of Transport Workers; and Trades Union International of Transport, Port and Fishery Workers.

11. The Governing Body is invited, subject to the adoption of the 1969 programme and budget proposals by the General Conference—

(a) to fix the composition of the Preparatory Technical Maritime Conference as proposed in paragraphs 6 and 7 above;

(b) to note the Director-General's intention to invite the international intergovernmental organisations mentioned in paragraph 8 and the international non-governmental organisations mentioned in paragraph 9 to be represented at the Conference;

(c) to authorise the Director-General to invite the international non-governmental organisations mentioned in paragraph 10 to be represented at the Conference by observers.

Tripartite Technical Meeting on Dock Labour


Purpose and Agenda.

13. As indicated in the programme and budget proposals, the purpose of the meeting would be to consider such questions as the social repercussions of the introduction of containerisation, the regularisation of employment
and the stabilisation of earnings of dockworkers, the training of dockworkers with special reference to technical developments, and special social security measures for dockworkers. This is in keeping with a request made by the Inland Transport Committee at its Eighth Session (November-December 1966) in its resolution No. 93.1

14. It is proposed that the agenda of the meeting be as follows:

1. Social repercussions of the introduction of unit load systems (pallets, containers, roll-on roll-off, LASH), with special reference to regularisation of employment and stabilisation of earnings.
2. Vocational training and retraining of dockworkers.

15. The Governing Body is invited, subject to the adoption of the 1969 programme and budget proposals by the General Conference, to fix the agenda of the meeting as proposed in paragraph 14 above.

Composition.

16. The budget provision of $25,000 is based on a meeting of 21 persons (seven from government circles, seven from employers' circles and seven from workers' circles), to be held in Geneva for a duration of 12 working days. As in the case of the meetings on fishermen's questions held in 1954 and 1962, the cost of attendance of the government representatives would be met by the governments appointing them, the ILO paying only the travel expenses and subsistence allowances for the 14 participants to be selected from employers' and workers' circles.

17. It is suggested that the participants be drawn from countries which have a direct interest in dock labour problems. If this suggestion is acceptable, the Director-General will consult the three groups and submit more detailed proposals as soon as possible, so that the appointment of participants may be completed by the 173rd (November 1968) Session of the Governing Body at the latest.

18. The Governing Body is invited, subject to the adoption of the 1969 programme and budget proposals by the General Conference, to fix the composition of the Tripartite Technical Meeting on Dock Labour as proposed in paragraphs 16 and 17 above.

Technical Meeting on Training of Teaching Staff for Industrial Training Schemes

19. The 1969 programme and budget proposals provide for a Technical Meeting on Training of Teaching Staff for Industrial Training Schemes. The budget credit of $23,000 is designed to cover the expenses of a meeting of 12 persons, to be held at the International Centre for Advanced Technical and Vocational Training at Turin for a duration of two weeks. Subject to the agreement of UNESCO, which is helping to prepare the reports to be submitted to the meeting, and provided the participants are nominated in time, it is proposed to hold the meeting in April or May 1969.

Purpose and Agenda.

20. The purpose of the meeting is to draw up standards and recommendations concerning the policies to be applied by national bodies and industrial undertakings with respect to the functions, recruitment criteria and methods of training of teaching staff in the field of vocational training for industry. The categories of personnel covered would include senior technical staff for industrial training schemes, teachers and instructors for public and private basic industrial training centres, chiefs of in-plant training schemes, training officers and in-plant training instructors.

21. It is proposed that the agenda of the meeting be as follows:

1. Planning, organisation and administration of national industrial training schemes.
2. Staff requirements for national industrial training schemes:
   (a) at the national level;
   (b) for particular branches of industry;
   (c) at plant level in larger industrial undertakings;
   (d) for groups of middle-sized and smaller undertakings.
3. Criteria for recruitment of staff to be employed at various levels under industrial training schemes, for example:
   (a) senior technical staff for management posts;
   (b) industrial training consultants;
   (c) training staff for public and private industrial training centres;
   (d) managers for in-plant training schemes;
   (e) full-time teachers and instructors for in-plant training schemes, and supervisor/instructors to be engaged part time in on-the-job training in industrial undertakings.
4. Programmes of training for the above-mentioned categories of staff.
5. Co-operation between public authorities, employers and workers in the planning and implementation of arrangements for training of staff for industrial training schemes.
6. International assistance required for training of staff for industrial training schemes.

22. The Governing Body is invited, subject to the adoption of the 1969 programme and budget proposals by the General Conference, to fix the agenda of the meeting as proposed in paragraph 21 above.

Composition.

23. The organisation, planning and operation of industrial training schemes in ILO member States are the concern of many bodies of different types. In most countries, public authorities or quasi-public institutions specially established to promote industrial and other vocational training have a general co-ordinating and planning function and also participate actively in the organisation and administration of training. Their functions include standard-setting for training given in industrial undertakings and in public and private training centres, including group training centres.

24. In countries where over-all responsibility for training falls outside the educational system, the educational authorities are, as a rule, responsible for providing complementary theoretical instruction and general education for apprentices and other persons undergoing training for industrial work. It would consequently seem justified to include among the 12 participants two experts drawn from the staff of educational authorities concerned with complementary training, pre-apprenticeship or other basic training given in technical and vocational schools.

25. It would further seem appropriate that there should be one expert with experience in public vocational or industrial training institutions from each of the following regions: Africa, Asia, Europe and Latin America. It is considered desirable that one of these experts should have a knowledge of industrial training in centrally planned economies and, if possible, direct experience of the organisation and operation of training schemes in industrial undertakings in such economies.

26. Lastly, in view of the important role played by employers and workers in the organisation and operation of industrial training schemes, it is proposed that three of the participants be drawn from employers' circles and three from workers' circles.

27. If these proposals are acceptable, the Director-General will consult the three groups and submit more detailed proposals as soon as possible, so that the appointment of participants may be completed by the 173rd (November 1968) Session of the Governing Body at the latest.

28. The Director-General intends to invite UNIDO and UNESCO to be represented at the meeting.

29. The Governing Body is invited, subject to the adoption of the 1969 programme and budget proposals by the General Conference:

(a) to fix the composition of the meeting as proposed in paragraphs 24-26 above;

(b) to note the Director-General’s intention to invite UNIDO and UNESCO to be represented at the meeting.

International Congress on Occupational Safety and Health

30. The draft programme and budget for 1969 provides for the holding of an International Congress on Occupational Safety and Health, a credit of 8,800 dollars being allocated to cover the cost. The Congress, which will be attended, at their own expense, by several hundred participants and will last five working days, is being held in connection with the fiftieth anniversary of the ILO.

Agenda and Programme.

31. Throughout the world the need is felt for holding a Congress of this kind to provide an opportunity for a broad exchange of views among specialists at a sufficiently high technical level. The basic purposes of the Congress would be: submission of the latest technical information on selected specialised topics; promotion of modern occupational safety and health measures and methods; exchange of knowledge between countries and the co-ordination of research in the field of occupational safety and health; and promotion of public awareness of the concept of occupational safety and health.

32. The specialised topics to be discussed at the Congress would include: (1) fire prevention and fire protection in industry and commerce; (2) promotion of occupational safety and health in small-scale undertakings; (3) organisation of occupational safety and health in agriculture and forestry undertakings and on plantations; and (4) education and training in occupational safety and health and in ergonomics. A detailed outline for the discussion of these topics would be prepared. The following working parties, symposia and round tables could also be held in connection with the Congress: heads of occupational safety and health services; heads of institutions engaged in the field of occupational safety and health; training of industrial nurses; films on occupational safety and health; use of computers in the field of occupational safety and health; and technical measures for preventing the disposal of industrial pollutants in the atmosphere. Lectures would be given on the following subjects: organisation of occupational safety and health in the undertaking; and safety and health in the developing countries. Other events would also take place, such as an exhibition of safety and health posters and the showing of films on occupational safety and health.

33. Subject to adoption by the Conference of the programme and budget for 1969, the Governing Body is invited to approve the agenda of the Congress as proposed in paragraph 32 above.

Composition.

34. As stated above, the Congress would be attended, at their own expense, by several hundred participants from government, employers’ and workers’ circles, from various bodies concerned with occupational safety and health (research, education, training, information, insurance, etc.) and from industrial and teaching establishments.

Regional Technical Meeting in Latin America on the Role of Agricultural Organisations in Economic and Social Development

35. The 1969 programme and budget proposals provide for a Regional Technical Meeting in Latin America on the Role of Agricultural Organisations in Economic and Social Development.

36. It is proposed that this meeting be held in the latter part of 1969 under the joint sponsorship of the ILO and the United Nations Economic Commission for Latin America, with which preliminary negotiations are now under way. The Director-General expects to be able to submit firm proposals regarding the composition and agenda of the meeting to the Governing Body at its 173rd (November 1968) Session.

Seminar on Equality of Opportunity in Employment

37. The 1969 programme and budget proposals provide for a Seminar on Equality of Opportunity in Employment, which might be organised on a regional basis. The Seminar would be of about two weeks’ duration with 15 participants nominated after consultation with the governments concerned and with the Employers’ and Workers’ groups of the Governing Body.

38. At the 171st (February-March 1968) Session of the Governing Body, the Committee on Discrimination envisaged the possibility of holding the Seminar in Asia. However, it decided to postpone more detailed consideration of the location and composition of the Seminar until its next meeting, to be held on the occasion of the 173rd (November 1968) Session of the Governing Body. Proposals regarding these matters will accordingly be submitted to the Governing Body at a later date.

Meeting of the Joint ILO/IMCO Committee on Maritime Safety Training

39. The 1969 programme and budget proposals provide for a meeting of the Joint ILO/IMCO Committee on Maritime Safety Training.

40. Consultations are taking place with IMCO concerning the agenda and composition of the meeting and proposals in this regard will be submitted to the Governing Body in due course.

SUPPLEMENTARY NOTE

Agenda of the Preparatory Technical Maritime Conference

1. When the Joint Maritime Commission, at its 20th Session (September-October 1967), made proposals regarding the convening of a Preparatory Technical Maritime Conference in 1969, it suggested a number of subjects for inclusion in the agenda of that meeting. Proposals in regard to the composition and agenda of the Preparatory Technical Maritime Conference, which are based on the conclusions of the Joint Maritime Commission, are before the Governing Body at its present session.¹

2. The Director-General has received a letter from Mr. Satish Chatterjee, General Secretary of the Trade Unions International of Transport, Port and Fishery Workers (WFTU), which requests, among other things, that the question of seafarers’ holidays on shore should be considered by the competent ILO bodies with a view to its inclusion in the agenda of the Preparatory Technical Maritime Conference.

3. The possibility of including the question of holidays with pay in the agenda of this Conference was in fact considered by the Joint Maritime Commission at its 20th Session, but the Commission agreed that a number of

¹ See above, first paper, paras. 1-11.
other matters were of more immediate concern to seafarers at this time and unanimously decided not to propose that this subject should be dealt with by the Conference.

4. The Director-General has consulted the leaders of the two groups of the Joint Maritime Commission on Mr. Chatterjee's proposal. Neither of the group leaders wished to alter the decision already taken by the Commission.

5. This information is submitted to the Governing Body for consideration in connection with the fixing of the agenda of the Preparatory Technical Maritime Conference.

Second Paper

COMPOSITION OF PANELS OF CONSULTANTS

Panel of Consultants on Co-operation

1. At its 168th Session (February-March 1967), following remarks made by the Worker members, the Governing Body postponed the reconstitution of the Panel of Consultants on Co-operation. At its 170th Session (November 1967) it appointed 34 persons to the Panel for a period expiring in June 1971.

2. At the request of the Workers' group, the Director-General now proposes that the membership of the Panel be increased from 34 to 36 by the appointment of two further consultants. One of these would be:

   Mr. Jim MacDonald (Canada), Executive Secretary, National Labour Co-operative Committee.

Another name will be submitted later.

3. The Governing Body is invited to appoint the person mentioned in paragraph 2 as a member of the Panel for a period expiring in June 1971.

4. Mr. G. Schweitzer (Israel), one of the consultants appointed to the Panel by the Governing Body at its 170th Session, has recently ceased to hold a position justifying his maintenance as a member of the Panel and therefore cannot continue to serve on it.

5. In order to replace Mr. Schweitzer, the Governing Body is invited to appoint the following person to the Panel for a period expiring in June 1971:

   Mr. Yair Yakir (Israel), Director of the Co-operative Department and Registrar of Co-operative Societies, Ministry of Labour.

Panel of Consultants on the Problems of Women Workers

6. At its 161st Session (March 1965), has since ceased to hold a position justifying his maintenance as a member of the Panel and therefore cannot continue to serve on it.

7. The Employers' group has proposed that Mrs. Khan and Mr. Raemaekers be replaced by the following persons:

   Begum Duresshahwar Mazari (Pakistan), Mazari Company.
   Mr. Herman van Liefferinge (Belgium), Federation of Belgian Industries (substitute member).

8. The Governing Body is accordingly invited to appoint the persons named in paragraph 7 as members of the Panel for a period expiring in March 1970.

Panel of Consultants on the Problems of Young Workers

9. Mr. Yeap Kee Aik (Malaysia), who was appointed to the Panel of Consultants on the Problems of Young Workers by the Governing Body at its 167th Session (November 1966), has since ceased to hold a position justifying his maintenance as a member of the Panel and therefore cannot continue to serve on it.

10. In order to replace Mr. Yeap Kee Aik, the Governing Body is invited to appoint the following person as a member of the Panel for a period expiring in December 1971:

   Mr. S. Kumar (Malaysia), Commissioner for Labour.

Third Paper

COMPOSITION OF PANELS OF CONSULTANTS

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

1. 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 36 consultants. As a result of the appointments made by the Governing Body on the basis of this decision, the Panel is at present composed of 35 consultants, of whom 12 reflect the views and experience of governments, 12 those of employers' organisations and 12 those of workers' organisations. One consultant reflecting the views and experience of governments therefore remains to be appointed.

2. The Director-General submits the following nomination:

   Mr. Konstanty Kociszewski (Poland), Assistant Departmental Director, Ministry for Construction and for the Building Materials Industry.

3. The Governing Body is invited to appoint the person mentioned in paragraph 2 as a member of the Panel for a period expiring at the same time as the term of office of the consultants already appointed, i.e. in March 1971.

Panel of Consultants on the Problems of Women Workers

4. U Sein (Burma), who was appointed to the Panel of Consultants on the Problems of Women Workers by the Governing Body at its 161st Session (March 1965), has recently retired from service.

5. In order to replace U Sein, the Governing Body is invited to appoint the following person as a member of the Panel for a period expiring in March 1970:

   U Myo Myint (Burma), Chief Inspector of Factories and General Labour Laws.

Fourth Paper

COMPOSITION OF EXPERT MEETINGS TO BE HELD DURING THE REMAINDER OF 1968

Meeting of Experts on the Programming of Prevocational Training Schemes

1. At its 170th Session (November 1967) the Governing Body decided that the Meeting of Experts on the Programming of Prevocational Training Schemes, which is to be held from 16 to 27 September 1968, should consist of twelve experts. Six of the experts—three from employers' circles and three from workers' circles—should have had experience in the organisation and administration of basic training schemes for young persons, and two

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1 See above, second sitting.
2 See also above, second paper, paras. 6-8.
3 See above, third sitting.
should be representative of educational authorities (including those responsible for vocational education); the remaining four experts would be persons who have experience of public youth assistance schemes involving training or have been responsible for organising full-time prevocational or basic training courses for young people.

2. At its 171st Session (February-March 1968), the Governing Body appointed the three experts from employers' circles, together with three substitutes, and was informed that consultations were proceeding with a view to the nomination of the remaining participants and that the Director-General would submit proposals in due course.

3. As regards experts from workers' circles, the Director-General is now in a position to submit the following names:

Mr. Fradj JABBE (Tunisia), Professor, member of the Executive Board, Tunisian General Labour Union (UGTT).

Mr. Maurice MASCRIER (France), Professor of Vocational Instruction, Paris.

Mr. Justino SÁNCHEZ M. (Mexico), Assistant General Secretary, Mexican Confederation of Workers (CTM) and former Director of the CTM Institute of Social and Economic Studies.

Mr. Drago ZERJAL (Yugoslavia), Federal Chairman of the Workers' group.

Mr. Johann PIRLING (Norway), Secretary of the Workers' group.

Mr. Fradj JABBES (Tunisia), Professor, member of the Executive Board, Tunisian General Labour Union (UGTT).

Dr. R. G. W. A. de MEESTER (Netherlands), Director, Research Department of the Netherlands Institute for Social Research (NIVEL).

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

Dr. K. DÜTSEMAYER (Federal Republic of Germany), Secretary-General, Employers' Association for Rhine Navigation.

Captain P. R. HURCOMB (Canada), General Manager, Dominion Marine Association (representing Canada's inland waters and coastal shipping fleets).

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.

Mr. Abu TALIB (Pakistan), Personnel Manager of Pakistan River Steamers Ltd.

In the event of one of the above-mentioned persons being unable to attend the meeting, it was understood that the following substitute would be invited, after consultation with the Employers' group:

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

13. Subsequently, consultations were held with the other two groups of the Governing Body. As a result of these consultations the Workers' group have nominated the following persons:

Mr. Peter BOCKER (United States), National Maritime Union of America (Lakes and Rivers).

Mr. Makhan CHATTERJEE (India), General Secretary, Calcutta Port Shramik Union.

Mr. Hans DIERS (Federal Republic of Germany), Secretary-General, Trade Union of Public Employees and Transport Workers.

Mr. R. H. HAWKE (Australia), Research Officer, Australian Council of Trade Unions.

Mr. Roger PIETTE (Belgium), Technical Adviser, Research Branch, Belgian General Federation of Labour.

8. Consultations are proceeding with a view to the nomination of experts from government circles. The Director-General is endeavouring to secure nominations from the following countries: Chile, France, Federal Republic of Germany, Ghana, Pakistan, USSR, United Kingdom and United States.

9. The Governing Body is invited:

(a) to authorise the Director-General to invite the persons listed in paragraph 7 to attend the meeting; and

(b) to authorise its Officers to approve on its behalf such nominations as the Director-General may not be able to submit before the end of the present session.

Meeting on Conditions of Work in the Inland Water Transport Industry

10. At its 171st Session the Governing Body decided that the Meeting on Conditions of Work in the Inland Water Transport Industry, which is to be held from 22 to 31 October 1968, should be a tripartite meeting with the cost of attendance of the government representatives being met by the governments concerned and the ILO 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.

11. At the same time the Governing Body agreed that the participants should so far as possible be drawn 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, USSR and Yugoslavia.

12. The Governing Body finally authorised the Director-General to invite the following persons from employers' circles to attend the meeting:

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

Dr. K. DÜTSEMAYER (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).

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.

Mr. Abu TALIB (Pakistan), Personnel Manager of Pakistan River Steamers Ltd.

In the event of one of the above-mentioned persons being unable to attend the meeting, it was understood that the following substitute would be invited, after consultation with the Employers' group:

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

14. Consultations with a view to the nomination of government participants are in progress, but the Director-General is not yet in a position to submit names.
15. The Governing Body is invited:

(a) to authorise the Director-General to invite the persons listed in paragraph 13 to attend the meeting; and

(b) to authorise its Officers to approve on its behalf such nominations as the Director-General may not be able to submit before the end of the present session.

Joint ILO/FAO/IMCO Meeting of Consultants on Safety of Fishing Vessels

16. At its 171st Session the Governing Body, having been informed that experts to be appointed to the Joint ILO/FAO/IMCO Meeting of Consultants on Safety of Fishing Vessels by the other two organisations were to be drawn from government and independent circles, and noting that the ILO budget credit provided for the attendance of six ILO consultants at a meeting in Geneva lasting ten days, decided that ILO participation in this meeting should consist of three consultants from employers' circles and three from workers' circles.

17. At the same time the Governing Body agreed that, having regard to the plans of the other two organisations, a fair geographical distribution would be achieved if the ILO consultants were to be selected from the following six countries: Belgium, Japan, Netherlands, Norway, United Kingdom and United States.

18. Following consultations with the two groups concerned, the Director-General submits the following nominations:

Consultants from employers' circles:

Dr. H. A. H. Boelmans Kraneburg (Netherlands), Director, Foundation of Dutch Fisheries.

Mr. T. W. Boyd (United Kingdom), Chairman and Managing Director of Boyd Line Limited; past President of the British Trawlers' Federation.

Mr. Minoru Shimoda (Japan), General Secretary, Japanese Fishing Vessel Owners' Association.

Consultants from workers' circles:

Mr. Roger Dekeyzer (Belgium), President, Union of Belgian Transport Workers.

Mr. Paul Hall (United States), President, Seafarers' International Union of North America.

Mr. A. O. Shenton (United Kingdom), Regional Secretary, Transport and General Workers' Union.

19. The Governing Body is invited to authorise the Director-General to invite the persons listed in paragraph 18 to attend the meeting.

20. The Director-General has further received the following nominations of substitutes for the employer consultants listed in paragraph 18:

Mr. George Åberg (Sweden), Chairman, Swedish West Coast Fishermen's Central Association.

Mr. Amos Aguiari (Italy), Vice-President, National Federation of Fishing Companies (FEDERPESCA).

Mr. Carlos Otero Lora (Peru), Secretary-General, National Fisheries Society of Peru.

21. The Governing Body is invited to authorise the Director-General, in the event of one of the consultants from employers' circles being unable to attend the meeting, to invite a substitute after consultation with the Employers' group.

22. At its 171st Session the Governing Body decided that ILO participation in this meeting should consist of four experts from government circles, four from workers' circles and four from employers' circles and that, having regard to the list of countries from which the United Nations intended to invite participants, the countries from which the ILO government experts would be selected should be the following: Ceylon, Peru, Tunisia and Zambia. At the same session it appointed the participants from employers' circles.

23. The governments of the four countries mentioned above have been invited to nominate one principal candidate and one alternate, on the understanding that the latter would be considered in the event that the principal candidate could not attend or that a vacancy should occur among the other experts appointed. So far, the Director-General has received the following nominations:

Tunisia: Mr. Hédi Attia, Chief of the Youth Service, Directorate of Youth and Sports, Secretariat of State for Youth, Sport and Social Affairs.

Zambia: (1) Mr. K. C. Nyalugwe, Permanent Secretary, Ministry of Co-operatives, Youth and Social Development.

(2) Mr. H. D. Ngwane, Assistant Secretary, Ministry of Co-operatives, Youth and Social Development.

24. The Governing Body may wish to authorise the Director-General to invite Mr. Attia and Mr. Nyalugwe to attend the meeting.

25. Consultations with the Governments of Ceylon and Peru have not yet reached the point where the Director-General is in a position to submit names.

26. The Governing Body may accordingly wish to authorise its Officers:

(a) to approve on its behalf such government nominations as the Director-General may not be able to submit before the end of the present session; and

(b) in the event of a government expert from a country whose government has not nominated an alternate being unable to attend the meeting, to authorise the Director-General to invite in his place one of the alternates nominated by other governments.

27. As regards experts from workers' circles, the Director-General, following consultations with the Workers' group of the Governing Body, now submits the following nominations:

Mr. Owen Cato (Guyana), Secretary, Guyana Trades Union Council.

Mr. T. Larssou (Tunisia), Secretary for Youth Affairs, Tunisian General Labour Union (UGTT).

Mr. Franz Mrkvica (Austria), Youth Department, Austrian Federation of Trade Unions.

Mr. Ram Lal Thakar (India), Office Secretary, Indian National Union Congress.

28. The Governing Body may wish to authorise the Director-General to invite the experts listed in paragraph 27 to attend the meeting.
APPENDIX XIII

Thirteenth Item on the Agenda: International Centre for Advanced Technical and Vocational Training

[No paper was submitted to the Governing Body on this item of its agenda.]
1. Obituary

Mr. Paal Berg.

1. The Director-General announces with deep regret the death on 24 May 1968 in Oslo of Mr. Paal Berg, the distinguished Norwegian statesman and jurist, at the age of 95.

2. Mr. Paal Berg was born in Hammerfest (Norway) in 1873, and after legal studies at the Universities of Oslo and Berlin, and a short practice as a barrister, he was appointed a Judge in 1904 and a Judge of the Supreme Court in 1913, and was Chief Justice of Norway from 1920 to 1940, and again from 1945 to 1946. He was also President of the Labour Court from 1916 to 1940, Minister of Social Affairs in 1910-20, and Minister of Justice from 1924 to 1926. He was also a Member of the Council of Europe Commission on Human Rights from 1954 to 1960.

3. Mr. Paal Berg was the Norwegian Government representative on the Governing Body from 1937 to 1945, and its Chairman in 1938-39. In this capacity he served as Chairman of the Emergency Committee which prepared the plans that rendered possible the continued functioning of the ILO in time of war, and signed on 19 September 1939 the declaration of a state of emergency which brought into effect the emergency powers necessary for that purpose.

4. It was as Minister of Justice that he first attended the International Labour Conference at the Seventh Session in 1925. He attended every session from 1931 to 1945 except the Philadelphia Session in 1944, for during the occupation of his country he was the leader of the Norwegian underground resistance movement. The last session he attended was in 1948 at San Francisco. He was elected President of the 21st and 22nd (Maritime) Sessions of the Conference in 1936, and made a notable contribution as Chairman of the Credentials Committee in 1933, 1937, 1945 and 1948. From 1945 until 1958 he served on the Committee of Experts on the Application of Conventions and Recommendations, giving it the benefit of his rich experience of labour law and his intimate acquaintance with the work of the ILO over a period of 33 years.

5. The Governing Body will doubtless wish the Director-General to convey its sympathy to Mr. Paal Berg’s family and to the Norwegian Government.

II. Composition of the Organisation

Entry of Mongolia.

6. Article 1, paragraph 3, of the Constitution provides that a Member of the United Nations may become a Member of the International Labour Organisation by communicating to the Director-General its acceptance of the obligations of the Constitution.

7. By telegram dated 24 May 1968 the Government of the Mongolian People’s Republic, which is a Member of the United Nations, communicated to the Director-General its formal acceptance of the obligations of the Constitution of the International Labour Organisation. This telegram was received by the Director-General on the same day, and Mongolia accordingly became a Member of the International Labour Organisation on 24 May 1968.

8. The entry of Mongolia brings the number of States Members of the Organisation up to 118.

III. Composition of the Governing Body

Government Group.

9. The Government of the Federal Republic of Germany has appointed as its regular representative Mr. Herbert Knolle, Chief of the International Social Policy Section, Ministry of Labour and Social Affairs, in the place of Mr. Franz Haenlein.

10. The Government of Sierra Leone has appointed as its regular representative Mr. J. T. Nottidge, Acting Commissioner of Labour, in the place of Mr. M. A. E. Davies, and as its substitute representative Mr. E. C. J. Williams, Deputy Commissioner of Labour.

11. The Government of Japan has appointed as its substitute representative Mr. Hiroaki Fuji, First Secretary, Permanent Delegation of Japan to the International Organisations in Geneva, in the place of Mr. Munichi Nakamura.

IV. Progress of International Labour Legislation

12-13. [Paragraphs 12 and 13 contain information relating to the ratification of international labour Conventions and to declarations concerning the applications 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, ILO).]

Ratifications Authorised (Article 19 of the Constitution).

14. The ratification of the following international labour Conventions has been authorised by the following countries:

Argentina.

Discrimination (Employment and Occupation) Convention, 1938 (No. 111).

Mali.

Workmen’s Compensation (Accidents) Convention, 1925 (No. 17).

Equal Remuneration Convention, 1951 (No. 100).

15. [Paragraph 15 contains information relating to ratifications or acceptances of the Instruments for the Amendment of the Constitution of the International Labour Organisation, 1964 (Nos. 1, 2 and 3) registered by the Director-General. This paragraph is not reproduced here; the information which it contains is published in the Official Bulletin (Geneva, ILO).]

V. Internal Administration

Communication to the Governing Body of Appointments and Promotions under Article 4.2 (d) of the Staff Regulations.

16. Article 4.2 (d) of the Staff Regulations of the International Labour Office provides as follows:

--- See above, first, second and third sittings. ---
Vi. Publications

18. Since the last session of the Governing Body, a workers’ education manual on problems of discrimination in employment and a practical guide to safety and health in forestry work have been published. In addition, a programmed textbook for management development, Creating a Market has been published in English, and a Spanish edition has been issued corresponding to the programmed textbook published last year in English under the title How to Read a Balance Sheet. The Russian edition of Conventions and Recommendations, 1919-1966 has been issued.

19. A further volume on manpower programmes in relation to automation (covering in this case Canada, Italy and Japan) is in the press. A new edition of the workers’ education manual on wages is also in the press.

20. As regards the reports for the 52nd (1968) and 53rd (1969) Sessions of the Conference, a total of 46 volumes in the different languages have been issued and a further 15 are in the press.


First Supplementary Report

Renewal of the Appointment of a Member of the Appeals Board Panel

1. The term of office of Mr. H. H. Koch, one of the members of the panel of five persons from which the Appeals Board at the Conference is appointed each year, will expire in June 1969. It will therefore be necessary for the Conference to take a decision concerning the filling of the resulting vacancy at its 52nd (1968) Session in order that the panel is duly constituted at the time when the Governing Body is called upon to appoint the Appeals Board for the 53rd (1969) Session of the Conference.

2. The Governing Body is accordingly invited to recommend the Conference to appoint Mr. Koch as a member of the panel for a further term expiring in June 1972.

Second Supplementary Report

Study Group on Spain

1. At its 16th Session (June 1967), the Governing Body adopted the One Hundredth Report of the Committee on Freedom of Association containing its conclusions in Cases Nos. 204, 297, 407 and 507 relating to Spain. In paragraph 29 of this report the Committee recommended the Governing Body, having regard to the suggestion made by the Spanish Government that a study group be appointed for the examination of the labour and trade union situation in Spain, to request the Director-General to consider the arrangements which would be necessary and appropriate to give effect thereto and to submit proposals to the Governing Body at its 170th Session. The Governing Body approved this recommendation on the understanding that the Director-General would seek certain guarantees, as requested by the Workers’ group.

2. The Director-General has discussed fully with the Spanish authorities the proposals concerning the appointment of a study group by the Governing Body. He has reached the conclusion that, as the conditions necessary for the study group to undertake its task do not at present exist, the matter should be left in abeyance for the time being.

3. Furthermore, the Director-General wishes to inform the Governing Body that the Spanish Government has advised him that it has undertaken the revision of its trade union legislation and it therefore considers that the mission of the study group should take place after the enactment of the new legislation.

Third Supplementary Report

Interpretation of Decisions of the International Labour Conference

In accordance with the usual practice, the Director-General submits herewith, for information, the text of a number of memoranda in which he has replied to requests made by governments during the past year concerning the interpretation of decisions of the Interna-

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national Labour Conference. In communicating these replies, the Director-General has made the usual reservation that the Constitution of the ILO does not contain any provision authorising him to interpret the decisions of the Conference.

Fourth 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 fourth supplementary report until its 173rd Session. The report is accordingly not reproduced here.]

Fifth Supplementary Report

Implementation of the Recommendation concerning the Status of Teachers (Joint ILO-UNESCO Action)

1. At its 170th Session (November 1967), the Governing Body agreed that the reports of member States on the action taken upon the Recommendation concerning the Status of Teachers, adopted jointly by the ILO and UNESCO, would be examined by a joint ILO-UNESCO committee composed of 12 members designated and acting in a personal capacity and appointed for a period of three years, such appointments to be renewable. The members of the committee would be independent personalities chosen exclusively by reference to their competence in the main fields dealt with in the Recommendation, and would have intimate knowledge of problems which might arise in its application in respect of education, teacher training, school administration, terms of employment and working conditions, social security, legal matters, etc. In principle, each organisation would choose experts in the fields mainly falling within its competence, half of the members of the committee to be appointed by the Governing Body on the basis of proposals by the Director-General, and half by the Executive Board of UNESCO on the basis of proposals by the Director-General of UNESCO. The composition of the committee would be as balanced as possible according to representation both of the different regions and of different educational systems, and as regards the fields of expertise of its members; and each of the two executive organs would, when making the required appointments, be informed of the proposals submitted to the other.

2. The Governing Body further agreed that the members of the committee would be appointed at the Spring 1968 sessions of the Governing Body of the ILO and of the Executive Board of UNESCO and that the two bodies would, at that time, also be called upon to consider the fixing of dates and deadlines for the submission of the first periodic reports by member States.

3. The Director-General accordingly submits the following information and proposals.

Composition of the Joint ILO-UNESCO Committee

4. The nominations submitted by the Director-General of UNESCO to the Executive Board are as follows:

Prof. S. B. ADAVAL (India)—Head, Department of Education, Allahabad University, Allahabad; formerly Director, Department of Teacher Education, National Council of Educational Research and Training, New Delhi.

Dr. Y. S. KOTR (United Arab Republic)—Vice-Rector, Ain Shams University, Abbassia, Cairo; formerly Dean, Faculty of Education, Ain Shams University. Academician E. MONOSZON (USSR)—Scientific Secretary, Academy of Pedagogical Sciences. Prof. Tatsuo MORI (Japan)—President, Central Council for Education; formerly Minister of Education; formerly President, Hiroshima University. Prof. Ben MORRIS (United Kingdom)—Director, Institute of Education, University of Bristol, Bristol; formerly Director, National Foundation for Educational Research; formerly Chairman, Institute of Human Relations, London.

5. As regards the six members of the committee to be appointed by the Governing Body, the Director-General submits the following nominations:

Prof. Pablo GONZALEZ CASANOVA (Mexico), Director, National Institute of Social Studies, National University of Mexico.

Dr. Zin A. HENRY (Jamaica), Member of Industrial Court of Trinidad and Tobago; formerly adviser to the Prime Minister of Trinidad and Tobago on personnel management and Personnel Manager of British West Indian Airways Limited; formerly on the staff of the University of the West Indies and the University of California.

Mr. Pierre LABROQUE (France), President, Social Section, Council of State.

Mrs. Ulla LINDBRÖM (Sweden), Member of Parliament; former Minister for technical assistance and family questions; former Chief of the Swedish delegation to the United Nations.

Dr. Frederic MEYERS (United States), Professor of Industrial Relations, University of California; formerly professor at the University of Illinois; Labour Arbitrator; Member of Industrial Relations Research Association, National Academy of Arbitrators of the United States, American Economic Association, American Association of University Professors.

Dr. José de Segadas VIANNA (Brazil), former Minister of Labour, Industry and Commerce; President of the Fifth Conference of American States Members of the ILO (Petropolis, April 1952); President of the International Labour Conference at its 35th (1952) Session; ILO expert on labour legislation on a number of occasions.

6. The Governing Body is invited to appoint the persons named in paragraph 5 as members of the Joint ILO-UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers for a period of three years.

7. Since it is contemplated that the committee should hold its first meeting before the Governing Body’s next session, the Governing Body is invited to authorise its Officers, in the event of any of the persons named in paragraph 5 being unable to serve on the committee, to appoint another person of appropriate nationality and qualifications to the committee in his stead.

Procedure for Submission of First Reports

8. It is proposed that a questionnaire should be prepared by the committee of experts and sent to member States not later than 15 November 1968 and that the latter should be requested to submit their first reports on the implementation of the Recommendation not later than 15 May 1969.

9. The Governing Body may wish to approve the procedure set out in paragraph 8.

Sixth Supplementary Report

Proposals regarding the Joint ILO/IMCO Committee on Maritime Safety Training

1. At its 166th Session the Governing Body took note of the proposals for urgent action following the Torrey Canyon disaster adopted by the Council of IMCO at its Third Extraordinary Session, and decided to make its

1 See above, second sitting.

1 See above, second sitting.
experience available to IMCO and to make its full contribution to the study of the training and certification of officers and ratings on large ships and on ships carrying oil or other hazardous or noxious cargoes. The Governing Body accordingly proposed that the study should be referred to a joint IMCO/ILO committee in accordance with the terms of the ILO/IMCO agreement, and invited the Director-General to keep it informed of subsequent developments.

2. At its 170th Session the Governing Body was informed that the IMCO Council had agreed to the setting up of the joint IMCO/ILO committee, and that the IMCO Assembly at its Fifth Session had approved in principle the budget of that organisation for 1968 and 1969, which included provision for the joint committee to hold a meeting in each of those years. The Governing Body noted with appreciation the decision of the IMCO Council, and invited the Director-General to submit further proposals in due course.

3. While the ILO has made no provision for a session of the joint committee in 1968, the draft programme and budget for 1969 contains provision for ILO participation in a session in 1969. This provision amounts to a total of $8,200 to cover the cost of a meeting in Geneva lasting five days with an ILO delegation composed of ten members, i.e. five shipowners' representatives and five sealers' representatives.

4. The Director-General has now been informed by the Secretary-General of IMCO that the Council of that organisation, at its 20th Session (May 1968) proposed that a first meeting of the joint committee should take place towards the end of 1968. The Council asked the IMCO Maritime Safety Committee, which will meet from 21 to 25 October 1968, to consider the question of the number of representatives which IMCO would appoint to the joint committee and other organisational matters.

5. Consultations in this regard are now taking place between the two organisations. Final arrangements cannot, however, be made before the Maritime Safety Committee has reached agreement on the matters before it. It will therefore not be possible for the Director-General to seek the approval of the Governing Body regarding the date and place of the meeting and the composition of the ILO delegation in sufficient time to allow of adequate preparation for the meeting.

6. On the basis of a meeting to be held in London for five days it is estimated that the cost to the ILO will not exceed $8,200. A paper seeking financial authorisation for this amount is before the Financial and Administrative Committee at the present session.

7. If the Governing Body approves the principle of ILO participation in a meeting of the joint committee in 1968, the Director-General would then consult the Officers of the Governing Body regarding the nomination of ILO members of the joint committee and its terms of reference as soon as the IMCO Maritime Safety Committee has reached a decision on these questions, in particular as to the number of representatives whom that organisation will appoint. The date and place of the meeting would be fixed by agreement between the Director-General and the Secretary-General of IMCO.

8. The Governing Body may wish:

(a) to decide that the ILO shall participate in a meeting of the Joint ILO/IMCO Committee on Maritime Safety Training in 1968;

(b) to authorise its Officers to approve on its behalf the names of the ILO representatives on the joint committee and the terms of reference of the meeting.

1 See above, second sitting, and Confidential Appendix, first report, paras. 16 and 17.
International Federation of Chemical and General Workers’ Unions
International Federation of Commercial, Clerical and Technical Employees
International Federation of Free Teachers’ Unions
International Federation of Petroleum and Chemical Workers
International Transport Workers’ Federation
International Union of Food and Allied Workers’ Associations
Pan-American Confederation of Commercial Travellers
World Assembly of Youth

Item IV: Improvement of Conditions of Life and Work of Tenants, Share-croppers and Similar Categories of Agricultural Workers.

International Association for Social Progress
International Federation of Plantation, Agricultural and Allied Workers
World Assembly of Youth

Item V: Labour Inspection in Agriculture.

International Confederation of Arab Trade Unions
International Federation of Plantation, Agricultural and Allied Workers
Trade Unions International of Agricultural, Forestry and Plantation Workers

Item VI: Revision of Conventions Nos. 24 and 25 concerning Sickness Insurance.

Ibero-American Social Security Organisation
Inter-American Committee on Social Security
International Association for Social Progress
International Association of Crafts and Small and Medium-Sized Enterprises
International Confederation of Arab Trade Unions
International Confederation of Senior Officials
International Council of Commerce Employers
International Federation of Chemical and General Workers’ Unions
International Federation of Commercial, Clerical and Technical Employees
International Federation of Free Teachers’ Unions
International Federation of Petroleum and Chemical Workers
International Federation of Plantation, Agricultural and Allied Workers
International Transport Workers’ Federation
International Union of Food and Allied Workers’ Associations
Pan-American Confederation of Commercial Travellers
Public Services International
Trade Unions International of Agricultural, Forestry and Plantation Workers
World Assembly of Youth

Eighth Supplementary Report 1

Provision of Certain Facilities in the French and Russian Languages at the Sixth Asian Regional Conference (Tokyo, 2-14 September 1968)

1. At the part of its session preceding the 52nd (1968) Session of the Conference, the Governing Body gave consideration to the question of facilities in languages other than English to be provided at the Sixth Asian Regional Conference. The Director-General made a preliminary statement on the possible provision of certain facilities in French and Russian and undertook to report back to the Governing Body with proposals thereon.2

2. In the light of the comments and suggestions made by members of the Governing Body, the Director-General has carefully reviewed the entire question of the level and composition of the secretariat at this Conference. His objective has been to ensure the maximum efficiency of operations and the optimum level of facilities in French and Russian to meet the most important requirements of delegates using those languages, while keeping the cost to the minimum.

3. He has made this review on the basis that the most appropriate and economical steps would be to provide for full interpretation service into and from both French and Russian, together with translation into those languages of the most important texts, such as the conclusions and resolutions. It is estimated that this will involve a secretariat rather larger than that provided for in the budget.

4. It has, however, proved possible to provide for more of the staff from Geneva to travel on group tickets, with a substantial reduction in fares, than had originally been expected. As a result of this, together with further efforts to combine attendance at the Conference with travel on home leave or with other travel on official business, the Director-General believes that it will be possible to cover the provision of facilities in French and Russian on the above basis while remaining within the approved budget credit.

5. Submitted for information.

1 See above, third sitting.
2 See above, second sitting.
Ninth Supplementary Report

SECOND REPORT OF THE OFFICERS OF THE GOVERNING BODY

Invitations to Intergovernmental Regional Organisations to Be Represented at the Second European Regional Conference (Geneva, 2-14 December 1968)

1. The Officers recommend the Governing Body to extend to the Council for Mutual Economic Assistance and to the Nordic Council an invitation to be represented at the Second European Regional Conference, in the same manner as the Organisation for Economic Co-operation and Development, the Council of Europe and the European Communities.

Invitations to Intergovernmental Regional Organisations to Be Represented at the Sixth Asian Regional Conference (Tokyo, 2-14 September 1968)

2. The Officers recommend that the Governing Body should extend to the Asian Development Bank, the Colombo Plan, the General Agreement on Tariffs and Trade, the International Bank for Reconstruction and Development, the International Monetary Fund and the South Pacific Commission an invitation to be represented at the Sixth Asian Regional Conference.

3. The Officers note that the Director-General proposes to issue invitations to the United Nations, the Economic Commission for Asia and the Far East, the United Nations Development Programme, the United Nations Industrial Development Organisation, the United Nations Conference on Trade and Development, the Food and Agriculture Organisation of the United Nations, the United Nations Educational, Scientific and Cultural Organisation, the World Health Organisation and the Asian Productivity Organisation, pursuant to the standing arrangements for reciprocal representation which the ILO has with these organisations.

Requests by Non-Governmental Organisations to Be Represented by Observers at Regional Conferences

Sixth Asian Regional Conference.

4. The Director-General has received requests from the Public Services International, a trade secretariat of the ICFTU, and from the World Young Women's Christian Association and the International Association for Educational and Vocational Guidance, both of which are organisations on the ILO Special List of Non-Governmental Organisations, to be represented by observers at the Sixth Asian Regional Conference.

5. Having satisfied themselves that the organisations in question have an interest in the work of the Sixth Asian Regional Conference, the Officers unanimously recommend to the Governing Body that it should invite the Public Services International, the World Young Women's Christian Association and the International Association for Educational and Vocational Guidance to be represented by observers at the Sixth Asian Regional Conference.

Second European Regional Conference.

6. The Director-General has received requests from the International Federation of Commercial, Clerical and Technical Employees, a trade secretariat of the ICFTU, and from the International Confederation of Executive Staffs to be represented at the Second European Regional Conference.

7. Having satisfied themselves that the organisations in question have an interest in the work of the Second European Regional Conference, the Officers unanimously recommend to the Governing Body that the International Federation of Commercial, Clerical and Technical Employees and the International Confederation of Executive Staffs should be invited to be represented by observers at the Second European Regional Conference.

Appointment of a Study Group to Examine the Labour and Trade Union Situation in Spain

8. Further to the statement made by the Director-General to the Governing Body on 31 May 1968 concerning the appointment of a study group for the examination of the labour and trade union situation in Spain and to the discussions which took place in the Resolutions Committee at the 52nd (1968) Session of the Conference, it will be necessary to appoint such a study group at an early date. It would be desirable, in view of the importance which has been attached to the question, for the study group to be appointed before the Governing Body's next session.

9. In these circumstances, the Governing Body will doubtless wish to authorise its Officers to appoint, on the proposal of the Director-General, a study group composed of three independent persons to examine the labour and trade union situation in Spain.

1 See above, third sitting.
2 See Record of Proceedings, op. cit., Appendix IV, item (4), pp. 531-536.
Fifteenth Item on the Agenda: Programme of Meetings

First Paper

Programme for 1968: Place of the Second Session of the Inter-American Advisory Committee

1. At its 171st Session the Governing Body approved the agenda of the Second Session of the Inter-American Advisory Committee, provision for which is included in the 1968 budget. The Director-General has now received a letter from the Government of El Salvador inviting the ILO to hold the Second Session of the Committee in San Salvador.

2. The Governing Body will doubtless wish to accept with gratitude the invitation of the Government of El Salvador to hold the Second Session of the Inter-American Advisory Committee in San Salvador.

3. The Governing Body will be asked to determine the exact dates of the meeting in connection with the general programme of meetings.

Second Paper

Programme for 1968

1. While the programme of meetings for the remainder of 1968 has been fixed as a result of decisions taken by the Governing Body at its last three sessions, recent developments have necessitated a number of adjustments as indicated below.

Joint ILO/FAO/IMCO Meeting of Consultants on Safety of Fishing Vessels.

2. The programme of meetings previously approved provides for this meeting to be held in Geneva for ten days in the autumn. The dates now fixed, in agreement with the other two organisations, are 4-13 September.

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

3. The programme of meetings as previously approved provides for this meeting to be held in a Sahelian country for twelve days during the latter half of the year. The Director-General has now received an invitation from the Government of Niger to hold the meeting at Niamey from 9 to 20 September.

4. The Governing Body will doubtless wish to accept with gratitude the invitation of the Government of Niger and to decide that the meeting shall be held at Niamey from 9 to 20 September 1968.

Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers.

5. At its 170th Session (November 1967) the Governing Body approved the establishment of a Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers and made financial provision for the holding of a meeting of the Committee of Experts in Geneva in 1968 for a period of one week. At the present session, at its sittings held before the 52nd (1968) Session of the Conference, the Governing Body appointed the six ILO members of the Committee in accordance with the Director-General's proposals. The dates of the meeting have now been set, in agreement with UNESCO, at 16 to 21 September.

Joint UN/ILO Inter-Regional Seminar on Youth Service Programmes.

6. At its 170th Session (November 1967) the Governing Body was informed that this meeting would be held in Denmark in September at a date to be fixed through consultations with the United Nations and the Danish Government. As a result of such consultations, it has now been agreed that the Seminar should be held from 17 to 30 November.

Committee of Experts on States of Chief Industrial Importance.

7. At its sittings held before the 52nd (1968) Session of the Conference the Governing Body adopted the Director-General's proposals for the setting up of a Committee of Experts for the review of the list of States of chief industrial importance as provided for under article 13, paragraph 2, of the Governing Body's Standing Orders as, on the recommendation of its Financial and Administrative Committee, made financial provision for a meeting of five working days to be held in Geneva.

8. It is proposed that this meeting be held in Geneva from 16 to 20 December 1968.

Joint ILO/IMCO Committee on Maritime Safety Training.

9. At its sittings held before the 52nd (1968) Session of the Conference the Governing Body decided, on the basis of proposals submitted to it by the Director-General, that the Joint ILO/IMCO Committee on Maritime Safety Training set up to give effect to proposals of the Intergovernmental Maritime Consultative Organisation (IMCO) for urgent action following the Torrey Canyon disaster should hold a first meeting in 1968 and, on the recommendation of the Financial and Administrative Committee, made financial provision for such a meeting to be held in London for a duration of five working days. It is expected that the meeting will be held towards the end of the year, the exact dates to be fixed by agreement between the Director-General and the Secretary-General of IMCO.

10. The programme of meetings for 1968 embodying the above proposals and indications together with the decisions already taken by the Governing Body is appended for information.7

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1 See above, second and third sittings, and below, second paper, para. 11.
2 See above, third sitting.
Programme for 1969

Inter-American Advisory Committee (Second Session).

11. At its sittings held before the 52nd (1968) Session of the Conference the Governing Body accepted with gratitude the invitation of the Government of El Salvador to hold the Second Session of the Inter-American Advisory Committee in San Salvador, on the understanding that it would be asked to decide the date of the meeting when determining the general programme of meetings.  

General Programme of Meetings for 1969.

12. A programme covering the meetings provided for in the 1969 Programme and Budget, as adopted by the Conference, is attached. It is not possible at present to submit more specific proposals, and some variation in the dates suggested may prove necessary in the light of developments. Subject to this proviso, the Governing Body is invited to approve the programme.

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1 See above, third sitting.
2 See above, second sitting, and first paper.
Sixteenth Item on the Agenda: Appointment of Governing Body Representatives on Various Bodies

1. The Governing Body is called upon to appoint certain of its members to represent it on various bodies due to meet during the remainder of the year, as indicated below.

Sixth Asian Regional Conference

2. The Governing Body is invited to appoint a tripartite delegation to represent it at the Sixth Asian Regional Conference (Tokyo, 2-14 September 1968). Budgetary provision exists for a seven-member delegation.

Building, Civil Engineering and Public Works Committee: Eighth Session

3. The Governing Body is invited to appoint a tripartite delegation to represent it at the Eighth Session of the Building, Civil Engineering and Public Works Committee (Geneva, 30 September-11 October 1968). Budgetary provision exists for a three-member delegation. It will also be necessary to appoint a chairman for this meeting.

Second Tripartite Technical Meeting for Mines Other than Coal Mines

4. The Governing Body is invited to appoint a tripartite delegation to represent it at the Second Tripartite Technical Meeting for Mines Other than Coal Mines (Geneva, 18-29 November 1968). Budgetary provision exists for a three-member delegation. It will also be necessary to appoint a chairman for this meeting.

Second European Regional Conference

5. The Governing Body is invited to appoint a tripartite delegation to represent it at the Second European Regional Conference (Geneva, 2-14 December 1968). Budgetary provision exists for a seven-member delegation.

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1 See above, third sitting.
Seventeenth Item on the Agenda: Questions Arising out of the 52nd (1968) Session of the International Labour Conference

Action to Be Taken on Resolutions Adopted by the Conference

1. In accordance with the usual practice, the Governing Body will have before it at its autumn session proposals concerning the action to be taken on the resolutions adopted by the International Labour Conference. However, the Governing Body will no doubt wish to take immediate steps in respect of the resolution concerning action by the International Labour Organisation in the field of human rights, which the Conference adopted on 24 June 1968. The text of the resolution is appended.\(^1\)


2. In this resolution, which it adopted by 296 votes to 4, with 40 abstentions, the Conference invites the Governing Body of the International Labour Office "to make an appeal to all member States to announce and effectively grant before the end of 1968, the International Year for Human Rights, a general amnesty, pardon or their effective equivalent to all trade unionists under arrest or sentence because of trade union activities in accordance with the principles and standards of the ILO and to inform the Director-General of the International Labour Office thereof". (Paragraph 4 (g).)

3. Since the Conference envisages in the resolution measures to be taken before the end of 1968, the Governing Body may wish immediately to invite the Director-General to address an appeal to governments on its behalf, requesting them to inform him of the steps taken.

4. In the same resolution, the Conference invites the Governing Body "to intensify its efforts to ensure the ratification and application by all member States in 1969, the year of the 50th anniversary of the International Labour Organisation, of ILO human rights standards and, in particular, the Freedom of Association and Protection of the Right to Organise Convention, 1948; the Right to Organise and Collective Bargaining Convention, 1949; the Equal Remuneration Convention, 1951; the Abolition of Forced Labour Convention, 1957; and the Discrimination (Employment and Occupation) Convention, 1958;". (Paragraph 4 (c).)

5. The Governing Body may also wish immediately to invite the Director-General to make an appeal to this effect to member States, so that governments may take appropriate steps in due course.

6. At its 173rd Session the Governing Body will be called upon to consider further action on the resolution.

Fourth Report of the Resolutions Committee

7. The Conference decided to refer the whole matter to the Governing Body for further consideration.

8. The Governing Body will no doubt wish to request its International Organisations Committee to examine this matter on the occasion of the next session of the Governing Body, on the basis of a report to be submitted by the Director-General.

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\(^1\) See above, third sitting.

APPENDIX XVIII

Eighteenth Item on the Agenda: Election of Officers for 1968-69

1. At the last sitting of its 172nd Session the Governing Body will be required to elect its Officers in accordance with the following provisions of article 1 of its Standing Orders.

ARTICLE I

Officers

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

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

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

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

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

List of Chairmen of the Governing Body of the ILO

Mr. Arthur Fontaine, France 1, 1919/1931.
Mr. Ernest Mahaim, Belgium 1, 1931/1932.
Sir Atul Chatterjee, India 1, 1932/1933.
Mr. C. V. Bramsnaes, Denmark 2, 1933/1934.
Mr. Giuseppe de Michelis, Italy 1, 1934/1935.
Mr. Walter Riddell, Canada 1, 1935/1936.
Mr. Jaromir Néčas, Czechoslovakia 2, 1936/1937.
Mr. (later Sir) Frederick Leggett, United Kingdom 1, 1937/1938.
Mr. Paul Berg, Norway 2, 1938/1939.
Mr. Carter Goodrich, United States 1, 1939/1945.
Mr. (later Sir) Guildhaume Myrdhin-Evans, United Kingdom 1, 1945/1947.
Mr. Luis Alvarado, Peru 2, 1947/1948.
Mr. Shamalcharee Lall, India 1, 1948/1949.
Mr. Léon-Eli Troclet, Belgium 2, 1950/1951.
Mr. Paul Ramadier, France 1, 1951/1952.
Mr. Fernando Cisternas, Chile 2, 1952.

Mr. Fernando Garcia Oldini, Chile 2, 1953.
Mr. A. M. Malik, Pakistan 2, 1953/1954.
Mr. Roberto Ago, Italy 1, 1954/1955.
Mr. Arthur H. Brown, Canada 1, 1955/1956.
Sir Guildhaume Myrdhin-Evans, United Kingdom 1, 1956/1957.
Mr. Emilio Calderón Puig, Mexico 2, 1957/1958.
Mr. Julio A. Barboza-Carneiro, Brazil 2, 1958/1959.
Mr. Ernst Michanek, Sweden 2, 1959/1960.
Mr. George C. Lodge, United States 1, 1960/1961.
Mr. S. T. Merani, India 1, 1961/1962.
Mr. Alexandre Parodi, France 1, 1962/1963.
Mr. Emilio Calderon Puig, Mexico 2, 1963/1964.
Mr. George V. Haythorne, Canada 1, 1964/1965.
Mr. Oumar Baba Diarra, Mali 2, 1965/1966.
Mr. Morio Aoki, Japan 1, 1966/1967.
Mr. Roberto Ago, Italy 1, 1967/1968.

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

Alphabetical List of Persons Attending the Session

ABID ALI, MP (India), Workers’ representative; President, Rashtriya Mill Mazdoor Sangh, Bombay; Vice-President, Indian Trade Union Congress.

ABULAM, Abdelraouf (United Arab Republic), Government representative; Director, Foreign Labour Relations Department, Ministry of Labour; representative of the Government of the United Arab Republic on the Governing Body.

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 (1967-68).

AGUILLON, Maxie S. (Philippines), Attaché, Permanent Mission of the Philippines to the United Nations Office and other international organisations in Geneva; accompanying Mr. Brillantes, Government representative.

AL-KILIDAR, Shams Al-Deen (Iraq), Director of International Section, Ministry of Labour and Social Affairs; substitute for Mr. Yasseen, Government representative.

ALON, Joel (Israel), Second Secretary, Permanent Mission of Israel to the United Nations Office and the international organisations in Geneva; accompanying Mr. Kidron, Government observer.

AL-WAKIL, Abdul Razzak (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.

ANDRIANTSITOHAINA, Daniel (Malagasy Republic), Employers’ representative; Vice-President, Malagasy Employers’ Federation of Economic Associations.

APONTE, Heriberto (Venezuela), Counselor, Permanent Delegation of Venezuela to the United Nations Office and the international organisations in Geneva; substitute for Mr. Bruni Celli, Government representative.

ASLANYAN, Racha Grantovich (USSR), Chief of Service, International Relations Section, State Labour and Wages Committee, Council of Ministers; accompanying Mr. Goroshkin, Government representative.

ASSCHER, Jacques, Chief of the Secretariat; accompanying Mr. Sadry, representing the Office of the High Commissioner for Refugees.

ASTRÖM, Lars Åke (Sweden), Government deputy member; Under-Secretary of State, Ministry of Health and Social Affairs; representative of the Government of Sweden on the Governing Body.

AZIMI, Sadegh (Iran), Government observer; Minister-Counsellor, Permanent Delegation of Iran to the United Nations Office and the specialised agencies in Geneva.

AZIZ, Abdullah (Malaysia), Government representative; Permanent Mission of Malaysia to the United Nations Office and other international organisations in Geneva.

BAKONYI-SÉBESTYÉN, 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.

BANNERMAN-MENSON, Frank (Ghana), Employer deputy member; Deputy Chief Executive, Ghana Employers’ Association.

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.

BECERRA, E., Executive Assistant; accompanying Mr. Natale representing the Intergovernmental Committee for European Migration.

BECKER, Aaron (Israel), Workers’ representative; General Secretary, General Federation of Labour (Histadrut).

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

BENGTISSON, Ingemund, MP (Sweden), substitute for Mr. Aaström, Government deputy member.

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

BIDART DE LÓPEZ, Mrs. Maria Elena (Uruguay), Minister-Counsellor, Permanent Mission of Uruguay in Geneva; substitute representative of the Government of Uruguay on the Governing Body.

BOLÍN, Bertil (Sweden), Workers’ representative; Director for International Affairs, Swedish Confederation of Trade Unions.

BORISOV, Vasilii Leonidovich (USSR), Counsellor, Ministry of Foreign Affairs; substitute for Mr. Goroshkin, Government representative.

BOSON, Marcel, observer representing the International Co-operative Alliance.

BRATTSTRÖM, Stig (Sweden), First Secretary, Permanent Mission of Sweden to the United Nations Office and the international organisations in Geneva; substitute for Mr. Aaström, Government deputy member.

BRILLANTES, Hortencio J. (Philippines), Government representative; Ambassador; Permanent Representative of the Philippines to the United Nations Office and other international organisations in Geneva.

BRUNI CELLI, Marco Tulio (Venezuela), Government representative; Deputy Permanent Delegate of Venezuela to the United Nations Office and the international organisations in Geneva.
Bukhari, S. A. D., PFS (Pakistan), Counsellor, Acting Permanent Representative of Pakistan to the United Nations Office in Geneva; substitute for Mr. Shaikh, Government deputy member.

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.

Carrasco, German (Chile), Counsellor; Deputy Permanent Representative of Chile accredited to the United Nations Office and the international organisations in Geneva; substitute for Mr. Santa Cruz, Government representative.


Chandrasekharan, P. H., Assistant to the Secretary-General of the International Organisation of Employers; accompanying Mr. Lagasse, observer representing the IOE.

Cheng, Pao-nan (China), Government representative; Ambassador; Permanent Representative of the Republic of China accredited to the United Nations Office and other international organisations in Geneva; representative of the Chinese Government on the Governing Body.

Cielecki, Mieczysław (Poland), Government observer; Chief of Section, Ministry of Foreign Affairs.

Collison, Lord, CBE (United Kingdom), Workers' representative; Vice-Chairman of the Trades Union Congress General Council; General Secretary, National Union of Agricultural Workers.

Coppo, Diogini (Italy), Workers' representative; Deputy General Secretary, Italian Confederation of Workers' Unions.

Corbeil, Jacques J. (Canada), Vice-Consul; Third Secretary, Permanent Mission of Canada to the United Nations Office in Geneva; accompanying Mr. Mainwaring, Government representative.

Correro 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.

Cumplido, Fanor (Brazil), Government observer; Minister (Commerce), Permanent Mission of Brazil to the United Nations Office and the international organisations in Geneva.

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De Bock, Nathalis (Belgium), Worker deputy member; National Secretary, Belgian General Federation of Labour (FGTB).

Delisle, Jean Louis (Canada), Ambassador; Permanent Representative of Canada to the United Nations Office in Geneva; substitute for Mr. Mainwaring, Government representative.

Dismaison, Alejandro (Peru), Employer deputy member; General Adviser, National Federation of Industries.

Despres, Jean Pierre (Canada), Assistant Deputy Minister, Department of Labour; substitute for Mr. Mainwaring, Government representative.

Díaz, Santiago E. (Cuba), Counsellor, Permanent Mission of Cuba to the international organisations in Geneva; accompanying Mr. García Incháustegui, Government observer.


Easton, David J. (United Kingdom), Second Secretary, United Kingdom Mission to the United Nations Office and other international organisations in Geneva; accompanying Mr. Morgan, Government representative.

Eggermann, Georges, observer representing the International Federation of Christian Trade Unions; Permanent Representative in Geneva of the IFCTU.

El-Akkad, Hassan, representative of the League of Arab States; First Secretary, Social and Labour Department.

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.


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 (UGTT).


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Faupl, Rudolph (United States), Workers' representative; International Representative, International Association of Machinists and Aerospace Workers.

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

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Gallo de Muller, Mrs. Margarita (Chile), Attaché for Social Questions, Permanent Mission of Chile to the United Nations Office and the international organisations in Geneva; accompanying Mr. Santa Cruz, Government representative.

García Incháustegui, Mario (Cuba), Government observer; Ambassador; Permanent Representative of Cuba to the international organisations in Geneva.

García Martínez, Federico, Executive Secretary, International Organisation of Employers; accompanying Mr. Lagasse, observer representing the IOE.

Gayour, 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), ILO Staff Adviser, Chamber of Commerce of the United States; substitute for Mr. Neilan, Employers' representative.
GOOSSE, R., accompanying Mr. Heyer, observer representing the International Confederation of Free Trade Unions.

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GROS ESPIEL, 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.

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LARRUE, Gérard (France), Regional Director of Labour and Manpower, Ministry of Social Affairs; substitute for Mr. Parodi, Government representative.

LAWYER, John E. (United States), Director, Office of International Organizations Affairs, Bureau of International Labor Affairs, Department of Labor; substitute for Mr. Weaver, Government representative.

LEE, Yan (China), Second Secretary, Permanent Mission of the Republic of China to the United Nations Office and other international organisations in Geneva; accompanying Mr. Cheng Pao-nan, Government representative.


LEVIN, Tage (Sweden), Ministry of Labour and Housing; accompanying Mr. Aström, Government deputy member.

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LÓPEZ GUEVARA, Luis (Colombia), Counsellor, Permanent Mission of Colombia to the United Nations Office in Geneva and the ILO; substitute for Mr. Oviedo, Government representative.

LÓPEZ ORTEGA, Miss Maria de los Angeles (Mexico), Second 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.

LÖW, Werner (Federal Republic of Germany), Adviser, Confederation of German Employers' Associations; substitute for Mr. Erdmann, Employers' representative.

LUNSINGH MEIJER, Miss A. F. W. (Netherlands), Deputy Permanent Representative of the Kingdom of the Netherlands accredited to the United Nations Office and the international organisations in Geneva; accompanying Mr. Pellinkhof, Government observer.
MAINWARING, John (Canada), Government representative; Director, International Labour Affairs Branch, Department of Labour; substitute representative of the Government of Canada on the Governing Body.

MARTÍNEZ-ESPINO O., Félix (Venezuela), Employers' representative; Member, National Council, Venezuelan Federation of Chambers and Associations of Commerce and Production; Secretary-Consultant, National Chamber of Commerce and Banking Association; Member, National Economic Council.

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MAT NOR bin Haji Amin (Malaysia), Senior Assistant Commissioner, Department of Labour and Industrial Relations, States of Malaysia; accompanying Mr. Pathmanaban, Government representative.

MBATHI, T. K. B. (Kenya), Government deputy member; Permanent Secretary, Ministry of Labour; representative of the Government of Kenya on the Governing Body.

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MIKOLEIT, Alfred (Federal Republic of Germany), Senior Counsellor, Federal Ministry of Labour and Social Affairs; accompanying Mr. Knolle, Government representative.

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

MORRIS, Joseph (Canada), Workers' representative; Executive Vice-President, Canadian Labour Congress.

NAGY, Jenő (Hungary), First Secretary; Deputy Permanent Representative of the Hungarian People's Republic to the United Nations Office in Geneva; substitute for Mr. Bakonyi-Sebestyén, Government representative.

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

NATALE, A. G., representative of the Intergovernmental Committee for European Migration; Adviser on External Affairs.

NEHEMIAH, J. V. A., representative of the Food and Agriculture Organisation of the United Nations; Special Assistant to the Director-General for Inter-Agency Affairs.

NEILAN, Edwin P. (United States), Employers' representative; Chairman of the Board and President, Bank of Delaware.

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NOTTIDGE, J. T. (Sierra Leone), Government representative; Commissioner of Labour; representative of the Government of Sierra Leone on the Governing Body.

NGO ÉKHIAH NGHAKY (Cameroon), Government representative; Minister of Labour and Social Legislation.

OECHSLIN, J. J., Executive Secretary, International Organisation of Employers; accompanying Mr. Laga­sse, observer representing the IOE.

OKABE, Jitsuo (Japan), Government representative; Counsellor, Ministry of Labour; representative of the Government of Japan on the Governing Body.

OPLE, Blas F. (Philippines), Government representative; Secretary of Labor.

ORTÍZ RODRÍGUEZ, Frank (Cuba), First Secretary, Permanent Mission of Cuba to the international organisations in Geneva; accompanying Mr. García Inchus­tegui, Government observer.

OVIEDO, Antonio (Colombia), Government representative; Ambassador; Permanent Representative of Colombia accredited to the United Nations Office in Geneva and the ILO; representative of the Government of Colombia 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.

PANIKKAR, K. B., Deputy Permanent Representative in Geneva, World Federation of Trade Unions; accompanying Mr. Boglietti, observer representing the WFTU.

PARODI, Alexandre (France), Government representative; Ambassador; Vice-President of the Council of State; representative of the Government of France on the Governing Body.
PATHMANABAN, K. (Malaysia), Government representative; Principal Assistant Secretary, Ministry of Labour.

PAYE, Albert (France), First Secretary, Permanent Mission of France to the United Nations Office and the specialised agencies in Geneva; accompanying Mr. Parodi, Government representative.

PAVLK, 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.

Pérez HERNÁNDEZ, Enrique (Spain), Government observer; Ambassador; Permanent Delegate of Spain to the international organisations in Geneva.

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

Peshkov, Vasily Ivanovich (Byelorussia), Counsellor, Permanent Mission of the Byelorussian SSR to the United Nations Office and the international organisations in Geneva; substitute for Mr. Sheldov, Government deputy member.

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.

Pimenov, Pyotr Timofeevich (USSR), Workers' representative; Secretary, All-Union Central Council of Trade Unions.

Pollock, Sir George, QC (United Kingdom), Employers' representative; Senior Consultant on International Labour Matters, Confederation of British Industry.

PozHarskY, V. S. (USSR), Deputy Permanent Representative of the USSR to the United Nations Office and other international organisations in Geneva; accompanying Mr. Goroshkin, Government representative.

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; substitute for Mr. Mathew, Government representative.

RASolo, Fidèle Timon (Malagasy Republic), Worker deputy member; Adviser to the Regional Union of the Confederated Trade Unions (FMF).

RekHouak, Hassan (Morocco), Government deputy member; Director, Cabinet of the Minister of Labour and Social Affairs; representative of the Government 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.


Ribeiro, Jorge Carlos (Brazil), Secretary of Embassy, Permanent Mission of Brazil to the United Nations Office and the international organisations in Geneva; accompanying Mr. Cumplido, Government observer.

Rifaat, Mohamed Ali (United Arab Republic), Employer deputy member; Chairman of the Board of Directors of the Chamber of the Tobacco and Cigarettes Industry, Federation of Industries.

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

Sacks, Dr. Michael R., representative of the World Health Organisation; Chief, Programme Co-ordination.

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.

Sánchez Madariaga, Alfonso (Mexico), Worker deputy member; Relations Secretary, Mexican Confederation of Workers.

Santa Cruz, Hernán (Chile), Government representative; Ambassador; Permanent Representative of Chile accredited to the United Nations Office and the international organisations in Geneva.

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, Counsellor, Directorate-General of Social Affairs; accompanying Mr. Vinck representing the European Communities.

Schlotfeldt, Walter (Federal Republic of Germany), Chief, International Social Policy Division, Confederation of German Employers' Associations; substitute for Mr. Erdmann, Employers' representative.

Shaikh, W. A., SPk., SQA, CSP (Pakistan), Government deputy member; Secretary, Ministry of Health, Labour and Social Welfare.

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Sidiri, Souleymane (Senegal), Government representative; Principal Administrative Officer; 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, Permanent Mission of Italy to the international organisations in Geneva; accompanying Mr. Ago, Government representative.

Sobels, H. P., representative of the General Agreement on Tariffs and Trade; Director, Administrative and Financial Division.

SoHlman, Ragnar (Sweden), Head of the International Secretariat, Ministry of Labour and Housing; substitute for Mr. Aström, Government deputy member.

Solari Swayne, 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 Labour Unions.

Tabor, Rafael (Yugoslavia), Government representative; Director, Federal Employment Bureau.
TATA, Naval H. (India), Employers' representative; Director, Tata Industries Ltd.; President, Employers' Federation of India.

TERRA ILARRAZ, Antonio (Mexico), substitute for Mr. Yllanes Ramos, Employer deputy member.

THOMAS, Fritz (Federal Republic of Germany), Ministerial Counsellor, Federal Ministry of Labour and Social Affairs; substitute for Mr. Knolle, Government representative.

THONDAMAN, S., MP (Ceylon), Worker deputy member; President, Ceylon Workers' Congress.

UNTERBRUNNER, H., representative of the United Nations Educational, Scientific and Cultural Organisation; Department of Educational Methods and Techniques and Teacher Training.

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.

VASILIEV, A. (Byelorussia), First Secretary, Ministry of Foreign Affairs; accompanying Mr. Sheldov, Government deputy member.

VÉGH GARZÓN, Carlos R. (Uruguay), Employers' representative; former Minister of Finance; former President, Uruguayan National Chamber of Commerce.

VINCK, F., representative of the European Communities; Director-General, Directorate-General of Social Affairs.

VITAC JAKASA, Antonio (Argentina), Employer deputy member; Argentine Federation of Industries.

WACHOB, James R. (United States), Second Secretary, Permanent Mission of the United States to the United Nations Office and other international organisations in Geneva; accompanying Mr. Weaver, Government representative.

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

WALINE, Pierre (France), Employers' representative; Member of the Governing Board, National Council of French Employers; Vice-Chairman of the Governing Body.

WEAVER, George L. P. (United States), Government representative; Assistant Secretary of Labor for International Affairs; representative of the United States Government on the Governing Body.

WEMAEES, Warwick Edward (Australia), Third Secretary, Permanent Mission of Australia to the United Nations Office in Geneva; accompanying Mr. Hill, Government deputy member.

WEISSENBERG, Gerhard (Austria), Worker deputy member; Counsellor for Social Policy, Austrian Federation of Trade Unions.

YAMSALA, Eloi (Chad), Government deputy member; Executive Assistant to the Minister of Labour, Youth and Sport; substitute representative of the Government of Chad on the Governing Body.

YASSEEN, Mustafa Kamil (Iraq), Government representative; Ambassador; Permanent Representative of Iraq to the United Nations Office in Geneva.

YÁVAR, Ernesto (Chile), Government representative; Under-Secretary of Labour.

YLLANES RAMOS, Fernando (Mexico), Employer deputy member; Mexican Confederation of Chambers of Industry.

YOSHIMURA, Kazuo F. (Japan), Employer deputy member; Director of the International Division, Japan Federation of Employers' Associations.

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; General Secretary, Malaysian Trades Union Congress.

ZEMMOURI, Hassan (Morocco), Employer deputy member; Director, Chamber of Commerce and Industry of Casablanca.
INDEX

Administrative Committee on Co-ordination
Thirty-fourth Report ........................................ 13

Administrative Tribunal of the ILO
Composition ..................................................... 11

Advisory Committee on Salaried Employees and Professional Workers
Effect to be given to the conclusions of the Sixth Session ........................................ 14, 42-45

Agricultural Education, Science and Training ........................................ 14, 40-41

Allocations Committee
Report .......................................................... 13-14, 38

Appeals Board
Renewal of the appointment of a member of the Appeals Board Panel ........................................ 18, 57

Asian Regional Conference (Sixth)
Additional language facilities ........................................ 16-18, 21, 60
Appointment of Governing Body delegation ........................................ 22, 64
Invitations to intergovernmental regional organisations to be represented ........................................ 21, 61
Requests by non-governmental organisations to be represented by observers ........................................ 21, 61

Berg, Paal
Obituary .......................................................... 18, 56

Budget
Appointment of auditor and deputy auditor
Audited accounts for 1967 and auditor's report ........................................ 10
Preliminary information concerning the programme for 1970-71 ........................................ 12
Programme implementation in 1967 ........................................ 12
Proposals concerning the financing of expenditures not provided for in the programme and budget for 1968:
Proposed meeting in 1968 of the Joint ILO/IMCO Committee on Maritime Safety Training ........................................ 11
Proposed study group on the labour and trade union situation in Spain ........................................ 11
Review of the list of States of chief industrial importance ........................................ 12
Proposed adjustments to the draft programme and budget for 1969 ........................................ 12
Rates of subsistence allowance for members of the Governing Body and members of committees ........................................ 12
Regular budget account (1968) as at 30 April 1968 ........................................ 12
Report of the Building Subcommittee ........................................ 12

See also: Administrative Committee on Co-ordination; Allocations Committee; Investments Committee of the ILO; United Nations; Working Capital Fund

Building, Civil Engineering and Public Works Committee (Eighth Session)
Appointment of Governing Body delegation ........................................ 22, 64
Invitation of non-governmental organisations ........................................ 15, 45-46

Building Subcommittee
See: Budget

Code of Practice relating to Safety and Health in Forestry Work (Publication of) ........................................ 18, 58

Committee of Experts on Status of Chief Industrial Importance ........................................ 9, 11, 22, 37, 62

Committee of Experts on the Application of Conventions and Recommendations Report ........................................ 9, 36

Committee on Freedom of Association
104th Report ........................................ 10, 38
105th Report ........................................ 10, 38
106th Report ........................................ 20, 38

Committee on Industrial Committees
Report .......................................................... 14-15, 42-47

Composition and Agenda of Committees and of Various Meetings
Composition and agenda of expert and other meetings to be held in 1969 ........................................ 15, 49-52
Composition of expert meetings to be held during the remainder of 1968 ........................................ 20-21, 52-54
Composition of panels of consultants ........................................ 16, 52

Conventions and Recommendations
See: Committee of Experts of the Application of Conventions and Recommendations

Co-operation
See: Panel of Consultants on Co-operation

Director-General
Report of the Director-General ........................................ 8, 18-19, 21-22, 56-61

European Regional Conference (Second)
Appointment of Governing Body delegation ........................................ 22, 64
Invitations to intergovernmental regional organisations to be represented ........................................ 21, 61
Requests by non-governmental organisations to be represented by observers ........................................ 21, 61

Fiftieth Anniversary Committee
Report .......................................................... 15, 48

Financial and Administrative Committee
First Report ........................................ 10-11, 38
Second Report ........................................ 11-12, 38
Third Report ........................................ 12-13, 38
Proposals concerning the financing of expenditures not provided for in the programme and budget for 1968:
Proposed study group on the labour and trade union situation in Spain ........................................ 20, 38

See also: Joint ILO/FAO/IMCO Meeting of Consultants on Safety of Fishing Vessels

Food and Agriculture Organisation of the United Nations (FAO)
See: Agricultural Education, Science and Training; Joint ILO/FAO/IMCO Meeting of Consultants on Safety of Fishing Vessels

Forestry Work
See: Code of Practice relating to Safety and Health in Forestry Work (Publication of)

Freedom of Association
See: Committee on Freedom of Association; International Labour Conference
<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governing Body</td>
<td></td>
</tr>
<tr>
<td>Appointment of Governing Body representatives on various bodies</td>
<td>22, 64</td>
</tr>
<tr>
<td>Composition</td>
<td>18, 56</td>
</tr>
<tr>
<td>Election of Officers for 1968-69</td>
<td>23-24, 66</td>
</tr>
<tr>
<td>171st Session: Approval of the minutes</td>
<td>4</td>
</tr>
<tr>
<td>172nd Session:</td>
<td></td>
</tr>
<tr>
<td>Agenda</td>
<td>25</td>
</tr>
<tr>
<td>Alphabetical list of persons attending the session</td>
<td>67-72</td>
</tr>
<tr>
<td>Opening of the session</td>
<td>4</td>
</tr>
<tr>
<td>Reports of the Officers</td>
<td>19, 21-22, 59-60, 61</td>
</tr>
<tr>
<td>Tribute to the outgoing Chairman</td>
<td>24</td>
</tr>
<tr>
<td>See also: Budget</td>
<td></td>
</tr>
<tr>
<td>Human Rights</td>
<td></td>
</tr>
<tr>
<td>See: International Labour Conference</td>
<td></td>
</tr>
<tr>
<td>Industrial Committees</td>
<td></td>
</tr>
<tr>
<td>Meetings of Industrial and analogous Committees in 1970 and 1971</td>
<td>15, 47</td>
</tr>
<tr>
<td>Periodic reports on the effect given by the Office to requests of Industrial Committees: Eighth Session of the Metal Trades Committee</td>
<td>15, 46</td>
</tr>
<tr>
<td>See also: Advisory Committee on Salaried Employees and Professional Workers, Building, Civil Engineering and Public Works Committee, Committee on Industrial Committees</td>
<td></td>
</tr>
<tr>
<td>Inland Water Transport Industry</td>
<td></td>
</tr>
<tr>
<td>See: Meeting on Conditions of Work in the Inland Water Transport Industry</td>
<td></td>
</tr>
<tr>
<td>Inter-American Advisory Committee</td>
<td>19, 62, 63</td>
</tr>
<tr>
<td>Intergovernmental Maritime Consultative Organisational (IMCO)</td>
<td></td>
</tr>
<tr>
<td>See: Joint ILO/FAO/IMCO Meeting of Consultants on Safety of Fishing Vessels; Joint ILO/IMCO Committee on Maritime Safety Training</td>
<td></td>
</tr>
<tr>
<td>Intergovernmental Regional Organisations</td>
<td></td>
</tr>
<tr>
<td>See: Asian Regional Conference (Sixth), European Regional Conference (Second), International Labour Conference</td>
<td></td>
</tr>
<tr>
<td>Internal Administration</td>
<td>18, 56-57</td>
</tr>
<tr>
<td>International Centre for Advanced Technical and Vocational Training</td>
<td>18, 55</td>
</tr>
<tr>
<td>International Congress on Occupational Safety and Health</td>
<td>16, 57</td>
</tr>
<tr>
<td>International Labour Conference</td>
<td></td>
</tr>
<tr>
<td>52nd (1968) Session:</td>
<td></td>
</tr>
<tr>
<td>Invitation to an intergovernmental regional organisation to be represented at the 52nd and subsequent sessions</td>
<td>19, 59</td>
</tr>
<tr>
<td>Invitation to Mauritius to be represented by an observer delegation</td>
<td>19, 59</td>
</tr>
<tr>
<td>Questions arising out of the 52nd Session:</td>
<td></td>
</tr>
<tr>
<td>Action to be taken on resolutions adopted by the Conference</td>
<td>65</td>
</tr>
<tr>
<td>Resolution concerning action by the International Labour Organisation in the field of human rights and in particular with respect to freedom of association</td>
<td>23, 65</td>
</tr>
<tr>
<td>Fourth Report of the Resolutions Committee</td>
<td>23, 65</td>
</tr>
<tr>
<td>Requests by non-governmental organisations to be represented by observers</td>
<td>19, 59-60</td>
</tr>
<tr>
<td>Tribute by the Governing Body to Mr. San Sebastián</td>
<td>20</td>
</tr>
<tr>
<td>See also: Appeals Board</td>
<td></td>
</tr>
<tr>
<td>International Labour Legislation (Progress of)</td>
<td>18, 56</td>
</tr>
<tr>
<td>International Labour Organisation</td>
<td></td>
</tr>
<tr>
<td>Composition: Entry of Mongolia</td>
<td>18, 56</td>
</tr>
<tr>
<td>International Organisations Committee</td>
<td></td>
</tr>
<tr>
<td>Report</td>
<td>14, 39-41</td>
</tr>
<tr>
<td>Investments Committee of the ILO</td>
<td></td>
</tr>
<tr>
<td>Appointment to the Investments Committee of the International Labour Organisation</td>
<td>13</td>
</tr>
<tr>
<td>Joint ILO/FAO/IMCO Meeting of Consultants on Safety of Fishing Vessels</td>
<td>21, 22, 54, 62</td>
</tr>
<tr>
<td>Joint ILO/IMCO Committee on Maritime Safety Training</td>
<td>11, 19, 22, 51, 58-59, 62</td>
</tr>
<tr>
<td>Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers</td>
<td>19, 22, 58, 62</td>
</tr>
<tr>
<td>Joint UN/ILO Inter-Regional Seminar on Youth Service Programmes</td>
<td>21, 22, 54, 62</td>
</tr>
<tr>
<td>Mauritius</td>
<td></td>
</tr>
<tr>
<td>See: International Labour Conference</td>
<td></td>
</tr>
<tr>
<td>Meeting of Experts on Statistics of Wages and Employee Income</td>
<td>20, 53</td>
</tr>
<tr>
<td>Meeting of Experts on the Programming of Prevocational Training Schemes</td>
<td>20, 52-53</td>
</tr>
<tr>
<td>Meeting on Conditions of Work in the Inland Water Transport Industry</td>
<td>20, 53-54</td>
</tr>
<tr>
<td>Metal Trades Committee (Eighth Session)</td>
<td></td>
</tr>
<tr>
<td>See: Industrial Committees</td>
<td></td>
</tr>
<tr>
<td>Mongolia</td>
<td></td>
</tr>
<tr>
<td>See: International Labour Organisation</td>
<td></td>
</tr>
<tr>
<td>Non-Governmental Organisations</td>
<td></td>
</tr>
<tr>
<td>See: Asian Regional Conference (Sixth), Building, Civil Engineering and Public Works Committee, European Regional Conference (Second), International Labour Conference</td>
<td></td>
</tr>
<tr>
<td>Obituary</td>
<td></td>
</tr>
<tr>
<td>See: Berg, Paal</td>
<td></td>
</tr>
<tr>
<td>Occupational Safety and Health</td>
<td></td>
</tr>
<tr>
<td>See: Code of Practice relating to Safety and Health in Forestry Work; International Congress on Occupational Safety and Health; Joint ILO/FAO/IMCO Meeting of Consultants on Safety of Fishing Vessels; Joint ILO/IMCO Committee on Maritime Safety Training; Panel of Consultants on Occupational Safety and Health in Building, Civil Engineering and Public Works</td>
<td></td>
</tr>
<tr>
<td>Panel of Consultants on Co-operation</td>
<td>16, 52</td>
</tr>
<tr>
<td>Panel of Consultants on Occupational Safety and Health in Building, Civil Engineering and Public Works</td>
<td>16, 52</td>
</tr>
<tr>
<td>Panel of Consultants on the Problems of Women Workers</td>
<td>16, 52</td>
</tr>
<tr>
<td>Panel of Consultants on the Problems of Young Workers</td>
<td>16, 52</td>
</tr>
<tr>
<td>Pensions Questions</td>
<td></td>
</tr>
<tr>
<td>Appointments to the Administrative Board of the ILO Staff Pensions Fund and to the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund)</td>
<td>12</td>
</tr>
</tbody>
</table>
Report of the Administrative Board of the ILO Staff Pensions Fund
Report of the Board of Trustees of the Special Payments Fund
Report of the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund)

PERSONNEL QUESTIONS
Occupation of posts and temporary appointments at April 1968

Proposed amendments to the ILO Staff Regulations:
- Amendment concerning expenses upon termination (article 9.7)
- Amendment concerning special duty allowances at Geneva (article 3.8)
- Amendments concerning travel and removal expenses (Annex III)
- Statement by a staff representative

PREPARATORY TECHNICAL MARITIME CONFERENCE

PROGRAMME OF MEETINGS

PUBLICATIONS
See also: CODE OF PRACTICE RELATING TO SAFETY AND HEALTH IN FORESTRY WORK (Publication of)

RECOMMENDATION CONCERNING THE STATUS OF TEACHERS
See: Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers

REGIONAL TECHNICAL MEETING IN LATIN AMERICA ON THE ROLE OF AGRICULTURAL ORGANISATIONS IN ECONOMIC AND SOCIAL DEVELOPMENT

Resolutions
See: INTERNATIONAL LABOUR CONFERENCE

SAN SEBASTIÁN, R. G.
Tribute by the Governing Body

SEAFARERS
See: Joint ILO/IMCO Committee on Maritime Safety Training; Preparatory Technical Maritime Conference

SEMINAR ON EQUALITY OF OPPORTUNITY IN EMPLOYMENT

SPAIN
See: Study Group on Spain

STATES OF CHIEF INDUSTRIAL IMPORTANCE
See: Committee of Experts on States of Chief Industrial Importance

STATISTICS OF WAGES AND EMPLOYEE INCOME
See: Meeting of Experts on Statistics of Wages and Employee Income

STUDY GROUP ON SPAIN

TEACHING STAFF
See: Recommendation concerning the Status of Teachers; Technical Meeting on Training of Teaching Staff for Industrial Training Schemes

TECHNICAL MEETING OF EXPERTS ON THE ORGANISATION AND PLANNING OF VOCATIONAL TRAINING
Report

TECHNICAL MEETING ON PROBLEMS OF NOMADISM IN THE SARELIEAN REGION OF AFRICA

TECHNICAL MEETING ON TRAINING OF TEACHING STAFF FOR INDUSTRIAL TRAINING SCHEMES

TRIPARTITE TECHNICAL MEETING FOR MINES OTHER THAN COAL MINES (SECOND)
- Appointment of Governing Body delegation
- Invitation of non-governmental organisations

TRIPARTITE TECHNICAL MEETING ON DOCK LABOUR

UNITED NATIONS
Action by the United Nations relating to the budgetary and financial problems of the United Nations and the specialised agencies
See also: Joint UN/ILO Inter-Regional Seminar on Youth Service Programmes

UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANISATION (UNESCO)
See: Agricultural Education, Science and Training; Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers; Recommendation concerning the Status of Teachers

UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANISATION (UNIDO)

VOCATIONAL TRAINING
See: International Centre for Advanced Technical and Vocational Training; Meeting of Experts on the Programming of Pre-vocational Training Schemes; Technical Meeting of Experts on the Organisation and Planning of Vocational Training; Technical Meeting on Training of Teaching Staff for Industrial Training Schemes

WOMEN WORKERS
See: Panel of Consultants on the Problems of Women Workers

WORKING CAPITAL FUND

YOUNG WORKERS
See: Panel of Consultants on the Problems of Young Workers