INTERNATIONAL LABOUR OFFICE

MINUTES

OF THE

177TH SESSION

OF

THE GOVERNING BODY

GENEVA, 18-21 NOVEMBER 1969
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of the International Labour Office

MINUTES OF THE 177TH SESSION

The 177th Session of the Governing Body of the International Labour Office was held in Geneva from Tuesday, 18 November to Friday, 21 November 1969.

The Governing Body was composed as follows:

Chairman: Mr. Gros Espiell.

Government group:
Brazil: Mr. Frazão.
Canada: Mr. Mainwaring.
Central African Republic: Mr. Franck.
China: Mr. Lee Yen-ping.
Colombia: Mr. Oviedo.
Czechoslovakia: Mr. Tomášek.
Ecuador: Mr. Martínez Cobo.
France: Mr. Parodi.
Federal Republic of Germany: Mr. Knolle.
India: Mr. Nayak.
Indonesia: Mr. Njotowiisono.
Italy: Mr. Ago.
Japan: Mr. Nakayama.
Kenya: Mr. Mbatli.
Libya: Mr. Hassan.
Nigeria: Mr. Koku.
Rumania: Mr. Datcu.
Syrian Arab Republic: Mr. Allaf.
USSR: Mr. Goroshkin.
United Kingdom: Mr. Heron.
United States: Mr. Hildebrand.
Upper Volta: Mr. Kabore.
Uruguay: Mrs. Bidart de Lópèz.
Viet-Nam: Mr. Dam-Sy-Hien.

Employers' group:
Mr. Bannerman-Menson.
Mr. Bergenström.
Mr. Erdmann.
Mr. Georget.
Mr. Ghayour.
Mr. Henniker-Heaton.
Mr. Nasr.
Mr. Neilan.
Mr. Salvi.
Mr. Tàta.
Mr. Wàline.
Mr. Yllanes Ramos.

Workers' group:
Mr. Abid Ali.
Mr. Becker.
Mr. Beermann.
Mr. Benazzedine.
Mr. Benseddik.

Lord Collison, followed by Mr. Plant.
Mr. Faupl.
Mr. Fogam.
Mr. Méri.
Mr. Morris.
Mr. Shoji.
Mr. Sundé.

The following regular members were absent:

Employers' group:
Mr. Gonzales Blanco.

Workers' group:
Mr. Péimenov.
Mr. Sánchez Madriaga.

The following deputy members were present:

Government group:
Algeria: Mr. Briki.
Argentina: Mrs. Zaefferer de Goyeneche.
Belgium: Mr. Smets.
Bulgaria: Mr. Petrov.
Chile: Mr. Yávar.
Congo (Brazzaville): Mr. Kimbala.
Denmark: Mr. Coln.
Iran: Mr. Farman Farmaian.
Pakistan: Mr. Ahsan.
Uganda: Mr. Mpyisi.
Venezuela: Mr. Leñez Sievert.

Employers' group:
Mr. Vitaic Jakasa.
Mr. Verschuuren.
Mr. Phiri.
Mr. Ghali.
Mr. Richan.
Mr. Abate.
Mr. Montt Balmaceda.
Mr. Yoshimura.
Mr. Bastid.
Mr. Diallo.
Mr. Végh Garzón.
Mr. Wijesinghe.

Workers' group:
Mr. Bo-Boliko.
Mr. De Bock.
Mr. Louet.

1 On 18 November.
2 From 19 November, following the resignation of Lord Collison.
Mr. Mercado.
Mr. Skinner.
Mr. Solomon.
Mr. Sudono.
Mr. Weissenberg.
Mr. Cruzado Zavala.
Mr. Hernandez.

The following deputy members were absent:

Government group:
Somalia.

Employers’ group:
Mr. Andriantsitohaina.
Sir Grant Ferrier.

Workers’ group:
Mr. Coppo.
Mr. Fahim.
Mr. Gonzalez Navarro.
Mr. Shita.

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

Australia: Mr. Loveday.
Austria: Mr. Kanler.
Byelorussia: Mr. Peshkov.
Cuba: Mr. Ortiz Rodriguez.
Finland: Mr. Läng.
Hungary: Mr. Nagy.
Israel: Mr. Dvir.
Morocco: Mr. Khattabi.
Netherlands: Mr. Sohns.
New Zealand: Mr. Dawson.
Norway: Mr. Oksnes.
Philippines: Mr. Brillantes.
Poland: Mr. Osiecki.
Spain: Mr. Perez-Hernandez.
Sweden: Mr. Brattstrom.
Switzerland: Mr. Grever.
Turkey: Mr. Kandemir.
United Arab Republic: Mr. El-Defrawi.
Yugoslavia: Miss Ilic.

The following were also present:

Mr. Morse, Director-General of the International Labour Office.
Mr. Jenks, Principal Deputy Director-General.
Mr. Ammar, Deputy Director-General.
Mr. Blanchard, Deputy Director-General.
Mr. Riches, Treasurer and Financial Controller.
Mr. Majid, Assistant Director-General.
Mr. Bolin, Assistant Director-General.
Mr. Tevoedjre, Assistant Director-General.
Mr. Caballero, Assistant Director-General.

Representatives of international intergovernmental organisations:

United Nations: Mr. Kittani.

Office of the United Nations High Commissioner for Refugees: Mr. Asscher.

United Nations Development Programme: Mr. Khan.

Mr. Aguilon, accompanying Mr. Brillantes.
Mr. Aponte, substitute for Mr. Leashe Sievert.
Mr. Aslayan, accompanying Mr. Goroshkin.
Miss Bidmon, accompanying Mr. Kanler.
Mr. Brown, accompanying Mr. Loveday.
Mr. Buceta, substitute for Mrs. Zaefferer de Goyeneche.
Mr. Bukhari, substitute for Mr. Ahsan.
Mr. Carrasco, substitute for Mr. Yavar.
Mr. Casson, accompanying Mr. Kittani.
Mr. Chandrasekarahan, accompanying Mr. Lagasse.
Mr. Chocholušek, accompanying Mr. Tomasek.
Mr. Corbeil, accompanying Mr. Mainwaring.
Mr. Cuenod, accompanying Mr. Asscher.
Mr. Cumplido, substitute for Mr. Frazao.
Mrs. Dall, accompanying Mr. Bergenström.
Mr. Darcy de Oliveira, accompanying Mr. Frazao.
Mr. Darsa, accompanying Mr. Njotowijono.
Mr. Delisle, substitute for Mr. Mainwaring.
Mr. De Long, accompanying Mr. Hildebrand.
Mr. Dengue, substitute for Mr. Kimbala.
Mr. Denys, substitute for Mr. Smets.
Mr. Djoubissi, substitute for Mr. Franck.
Mr. Do-Lai-Ky, accompanying Mr. Dam-Sy-Hien.
Mr. Drabes, accompanying Mr. Tomasek.
Mr. Dumont, substitute for Mrs. Zaefferer de Goyeneche.
Mr. Fissenko, accompanying Mr. Kittani.
Mr. Flannery, substitute for Mr. Neilan.
Mr. da Fonseca Costa Couto, substitute for Mr. Frazao.
Mr. Garcia Martínez, accompanying Mr. Lagasse.
Mr. Gerbov, accompanying Mr. Goroshkin.
Mr. Goosse, accompanying Mr. Heron.
Mr. Goritza, accompanying Mr. Datcu.
Miss Green, accompanying Mr. Heron.

1 Also representing the United Nations Industrial Development Organisation.
Mr. Griffin, accompanying Mr. Leañez Sievert.
Mr. Grita, accompanying Mr. Ago.
Mr. Hafström, substitute for Mr. Bergenström.
Mr. Healy, substitute for Mr. Henniker-Heaton.
Mr. Heise, substitute for Mr. Beermann.
Mr. Henao, accompanying Mr. Oviedo.
Mr. Hirose, substitute for Mr. Nakayama.
Mr. Jaramillo, substitute for Mr. Oviedo.
Mr. Kahiara, accompanying Mr. Shoji.
Mr. Karkkainen, accompanying Mr. Läng.
Mr. Kuishnan, substitute for Mr. Nayak.
Mr. Kunogi, accompanying Mr. Nakayama.
Mr. Lahdiri, substitute for Mr. Briki.
Mr. Lapointe, accompanying Mr. Mainwarin.
Mr. Larrain, accompanying Mr. Yávar.
Mr. Larrue, substitute for Mr. Parodi.
Mr. Lawyer, substitute for Mr. Hildebrand.
Mr. Lehmann, accompanying Mr. Becker.
Mr. Le-Van-Loi, substitute for Mr. Dam-sy-Hien.
Mr. Lindberg, accompanying Mr. Brattström.
Miss Lopez, accompanying Mr. Leañez Sievert.
Mr. Löw, accompanying Mr. Erdmann.
Mr. Mahjub, accompanying Mr. Hassan.
Mr. Manescu, substitute for Mr. Datcu.
Mr. Martínez Tono, accompanying Mr. Oviedo.
Mr. Massarani, accompanying Mr. Frazão.
Mr. Melamed, accompanying Mr. Dvtr.
Mr. de Merlis, substitute for Mr. Mainwarin.
Mr. Mitran, accompanying Mr. Datcu.
Mr. Mochi-Onor, accompanying Mr. Salvi.
Mr. Molchanov, accompanying Mr. Goroshkin.
Mr. Morgan, substitute for Mr. Heron.
Mr. Mrachkov, accompanying Mr. Petrov.
Mr. Murin, accompanying Mr. Tomášek.
Mr. Najera Espinosa, substitute for Mr. Martínez Cobr. 
Mr. Nitza, accompanying Mr. Datcu.
Mr. Niyi, substitute for Mr. Koku.
Mr. Nørager, substitute for Mr. Coln.
Mr. Ntandayarwo, accompanying Mr. Miyisi.
Mr. Oechslin, substitute for Mr. Waline.
Mr. Osuna, accompanying Mr. Yávar.
Mr. Owor, substitute for Mr. Miyisi.
Mr. Pankkar, accompanying Mr. Boglietti.
Mr. Pankert, accompanying Mr. Lagasse.
Mr. Paula Lopes, accompanying Mr. Frazão.
Mr. Pavec, accompanying Mr. Parodi.
Mr. Persons, accompanying Mr. Hildebrand.
Mr. Pham-Van-Trinì, accompanying Mr. Dam-sy-Hien.
Mr. Pineda, accompanying Mr. Leañez Sievert.
Mr. Pozharsky, accompanying Mr. Goroshkin.
Mr. Purpura, substitute for Mr. Ago.
Mr. Rana, substitute for Mr. Nayak.
Mr. Schlotfeldt, substitute for Mr. Erdmann.
Mr. Schrader, accompanying Mr. Hildebrand.
Miss Simbolotti, accompanying Mr. Ago.
Mr. Somdah, accompanying Mr. Kabore.
Mr. Stansby, accompanying Mr. Besterman.
Mr. Sváb, substitute for Mr. Tomášek.
Mr. Takano, accompanying Mr. Nakayama.
Mr. Tayari, accompanying Mr. Hassan.
Mr. Thomas, substitute for Mr. Knolle.
Mr. Truong-Cong-Long, accompanying Mr. Dam-sy-Hien.
Mr. Tzvetkov, substitute for Mr. Petrov.
Mr. Ulucevik, accompanying Mr. Kandemir.
Mr. Van Bellinghen, accompanying Mr. Smets.
Mr. Vellosio Cardoso De Oliveira, substitute for Mr. Frazão.
Mr. Walsh, accompanying Lord Collison and Mr. Plant.
Mr. Wolf, accompanying Mr. Beermann.
Mr. Zandvliet, accompanying Mr. Sohns.
MINUTES OF THE FIRST SITTING

(Tuesday, 18 November 1969—10.15 a.m.)

The Governing Body was composed as follows:

CHAIRMAN: Mr. Gros Espiell.

Mr. Abid Ali, Mr. Ago, Mr. Allaf, Mr. Bannerman-Menson, Mr. Becker, Mr. Beermann, Mr. Benazzedine, Mr. Bensadick, Mr. Bergström, Mrs. Bidart de Lépe, Lord Collison, Mr. Dau-Sy-Hien, Mr. Daton, Mr. Erdmann, Mr. Faupl, Mr. Fogam, Mr. Franch, Mr. Frazão, Mr. Georgelet, Mr. Ghavour, Mr. Goroshkin, Mr. Hassan, Mr. Henniker-Heaton, Mr. Hildebrand, Mr. Hirose, Mr. Jaramillo, Mr. Kabore, Mr. Knolle, Mr. Kohu, Mr. Lee Yen-ping, Mr. Mainwaring, Mr. Martínez Cobo, Mr. Mbaithi, Mr. Morgan, Mr. Mõrõ, Mr. Morris, Mr. Nasr, Mr. Nayak, Mr. Neiltan, Mr. Nitouwüojoune, Mr. Payodi, Mr. Saloi, Mr. Shoji, Mr. Sunde, Mr. Soud, Mr. Tata, Mr. Wainhe, Mr. Yllanes Ramos.

OPENING OF THE SESSION

The Chairman welcomed those present, particularly the Government representatives attending a Governing Body session in that capacity for the first time.

Mr. Végh Garzón, who had not attended the 176th Session, offered his cordial congratulations to the Chairman on his election and to Mr. Bergström and Mr. Mõrõ on their appointment as Employer and Chairman on their appointment as Employer and Worker Vice-Chairmen.

FIRST ITEM ON THE AGENDA: APPROVAL OF THE MINUTES OF THE 175TH AND 176TH SESSIONS

Subject to the insertion of the corrections received, the Governing Body approved the minutes of its 175th and 176th Sessions.

TWENTY-SECOND ITEM ON THE AGENDA: REPORT OF THE DIRECTOR-GENERAL

FIRST SUPPLEMENTARY REPORT

Awards of the Nobel Peace Prize for 1969

The Chairman hailed the award to the ILO of the Nobel Peace Prize for 1969, which was a source of intense pride and satisfaction to all Governing Body members, as a worthy tribute to the Organisation’s basic ideals and principles, to its unflagging efforts for peace and social justice and to the dedication and perseverance of all who had worked in its service throughout its fifty years of existence.

To quote the opening words of the Preamble to the ILO Constitution, universal and lasting peace could be established only if based upon social justice, and conditions of labour existed involving such injustice, hardship and privation as to produce unrest so great that the peace and harmony of the world were imperiled. That idea, still unfortunately one of acute relevance to the world of today, was not new even in 1790, when it had already been expressed by some of mankind’s greatest thinkers. The real breakthrough in the Versailles Treaty, as Georges Scelle had observed, had been that for the first time in the history of international law the nations of the world had agreed upon a true charter of workers’ rights and set up machinery to give it practical effect. A special tribute was due, therefore, to the members of the Commission on International Labour Legislation set up by the Peace Conference on 31 January 1919—men such as Gompers, Fontaine, Butler, Delevingne, di Palma Castiglione, Béné, Colliard, Sokal, Vandervelde, Mahaim, Shotwell, Bustamante and Jouhaux—whose work had culminated in the adoption of Part XIII of the Treaty.

In a speech to a conference on social progress and world peace in 1928, Eduard Béné had commended the ILO for the convincing demonstration it had given, after only eight years’ existence, of what social policy could contribute toward world peace and the strengthening of its institutional underpinnings. In the same year, Albert Thomas had called upon all believers in peace to support the ILO’s cause and had again asserted that there could be no universal and lasting peace without social justice: by advocating the eight-hour day and the weekly rest, by safeguarding the workers’ leisure, by protecting the health of women and young workers, by abolishing child labour and by combating unemployment, the ILO was building the road to democracy and peace.

In adopting the Declaration of Philadelphia on 10 May 1944 amid the fearful convulsions of the Second World War, the Conference had reaffirmed its belief that lasting peace could be established only on the foundation of social justice. Following the war, the universal principles set forth in the Preamble to the ILO Constitution—their validity borne out by cruel experience—had once again been embodied in an international agreement, the United Nations Charter, in whose Preamble the nations of the world had undertaken “to promote social progress and better standards of life in larger freedom”. As part of the international machinery for achieving such progress, the ILO, having witnessed the test of time, had set the pattern for the establishment of the other agencies, for which special provision was made in articles 57 and 63 of the United Nations Charter.

In a memorable speech to a meeting of the Institute for International Law in Lausanne in 1947 Charles De Visscher, emphasising the essential link between human rights and peace, had warned of the need to convince States of their social obligations and to induce them to curb their natural lust for power and direct their energies to the cause of social justice.

Pope Paul VI, who had honoured the ILO by his visit to the Conference in June, had in his Encyclical “Populorum progressio” stated the view, already expressed by John XXIII in his Encyclical “Pacem in terris”, that peace was not simply the absence of war based on a precarious balance of competing strength, but the result of a constant endeavour to...
bring about a God-willed world order founded on greater social justice.

The award of the Nobel Peace Prize was a recognition of the tireless campaign for peace and social justice which the ILO had led, even during the dark days of the Second World War, when it had found hospitable refuge in Canada. It was a token of gratitude, too, to all who had dedicated their lives to the ILO’s service in its fifty years of existence, and in particular to the Directors and Directors-General—Albert Thomas, Sir Harold Butler, John Winant, Edward Phelan and David Morse. Finally, it was a tribute to the combined contribution of governments, workers and employers the world over to the ILO’s work. No organisation could survive without the support of its constituents, least of all the ILO, which because of its tripartite structure depended entirely on the co-operation of all three groups.

The cordial thanks of the Governing Body were due to the Director-General for his unflagging efforts to keep the Organisation alive and vigorous and to win respect for its great principles and ideals.

Mr. Ago, speaking on behalf of the Government group, observed that the award of the Nobel Peace Prize to an international organisation, a rare event indeed, was a proud testimony to the ILO’s contribution to world peace. No institution or person could more truly deserve that award than an organisation whose mandate was to fight social injustice. That mandate had been laid down, as the Chairman had said, by the authors of the Treaty of Versailles in a desire to ensure lasting peace by narrowing the gap between social classes, improving living conditions and rooting out the causes of social unrest.

Today the ILO was pursuing its campaign for social justice as vigorously as fifty years before. Yet new tensions, due to the widening gap between the advanced and the developing nations, were now posing a threat to world peace as grave as the privation and hardship condemned in the Treaty of Versailles; the ILO now had the challenging task of fighting for social justice, not merely as between individuals and classes within nations, but also as between nations themselves.

All Government members of the Governing Body and indeed the whole Organisation felt deep pride in the tribute to the ILO’s humanitarian mission which the Prize represented; the Governing Body members with a long record of service to the ILO were experiencing an almost personal emotion at this honour to the Organisation whose ideals and aims meant so much to them. The award was, moreover, not only a recognition of past achievements, but an encouragement to the ILO to embark on its second half-century with increased optimism and energy.

The Government group expressed its deep gratitude to the Director-General for his firm leadership over the years and to all his colleagues for their competent and devoted support.

Mr. Bergenström associated the Employers’ group with the sentiments expressed by the Chairman in his eloquent speech and with the congratulations extended to the Director-General who, over the past twenty years, had placed on the Organisation’s work the indelible mark of his personal dedication to its principles and aims. The award was a source of deep pride not only to all Governing Body members, but also to employers, workers and their organisations throughout the world. It was fitting that the Director-General should go to Oslo to receive the award in person and be accompanied by a tripartite delegation symbolising the structure of the Organisation.

Mr. Mōri expressed the Workers’ deep satisfaction at the award of the Nobel Peace Prize, a magnificent endorsement of the ILO’s work for peace through social justice and a tribute to the generations of men who had served its cause—representatives of governments, employers and workers, as well as those who had headed the ILO secretariat.

At a time when it was once again evident that social progress held the key to lasting peace, a special tribute was owed to the towering memory of Albert Thomas. A tireless champion of peace and human brotherhood and the founder of a great workshop for social justice which had made its influence felt in all the corners of the world, he had bred fresh hope in the hearts of all working men and women, whose struggle was spearheaded by the trade unions.

The Workers’ group joined in extending warm congratulations to the Director-General for his many years of success in the challenging task of ensuring harmony among representatives of governments, employers and workers from countries with widely differing political and economic systems. While trade union rights and freedoms and the right to self-determination were still being violated, the ILO had achieved at least partial success in its efforts to bring about full employment and higher living standards for workers and to close the gap between the advanced and the developing nations.

A tribute should be paid, too, to the memory of Léon Jouhaux, himself a Nobel Peace Prize winner and a great international trade union leader who had so often stirred the International Labour Conference with his appeals for peace and international understanding.

In the past fifty years the ILO had adopted some 260 instruments laying down international labour standards in major areas of social policy. It provided a forum where representatives of governments, workers and employers could meet on an equal footing to work for a common cause. Because of its tripartite structure, unique in the United Nations system, it had been a pioneer in the field of labour-management relations. In an ever-changing world its aim was constant improvement in the lot of man, to be achieved through a process of constructive evolution. The Nobel Peace Prize did signal a crowning recognition of fifty years’ collective effort for peace by the generations, past and present, of all who had served the Organisation—Conference delegates, members of the Governing Body and Industrial Committees, the Office staff and ILO experts.

At the same time, it should be viewed as a starting point for fresh endeavours. Through good years and bad, through peace and war, the ILO had been gaining experience in the art of genuine international co-operation, an excellent preparation for the tasks before it in the years ahead. The anniversary year had given the Organisation not only pride in its past but also fresh encouragement for the future.

To judge from the vast quantities of jurisprudential material received by the ILO, people the world over were looking to the ILO, as never before, to tackle the challenging problems of the age through its programmes and policies and to help in building a more peaceful world in which justice would prevail. For an international organisation exposed, like any other, to the threat of ignorance, irresponsibility, indifference...
and cynicism, that was a heavy responsibility indeed, and one demanding hard work, patience and courage. It called for a realisation of the ILO's inherent shortcomings and for a concerted effort to curb the divisive influences which militated against peace. It implied, too, an acceptance of change to be achieved if the odds proved too heavy—which he strongly doubted—it would at least have remained true to its ideal and maintained its position in the vanguard of the struggle for what was still man's highest aspiration—world peace and a just and decent society.

The Governing Body took note of the report.

Absence of Mr. Salem Shita, Worker Deputy Member of the Governing Body

Mr. Möri drew the Governing Body's attention to the absence of Mr. Salem Shita, a Worker deputy member, who was under arrest in his country. The Chairman and the Secretary of the Workers' group had sent a telegram to the Director-General asking him to take steps aimed at ensuring Mr. Shita's attendance at the session. The Workers' group wished to know the outcome of that request.

The Director-General said that, in answer to a telegram which he had addressed to the Libyan Government as requested by the Workers' group, he had received the following telegram from the Minister of Labour: "Director-General's cable about Salem Shita. Shita in his capacity as member of defunct parliament in protective custody for purely political reasons following suspension of country's constitution."

Mr. Hassan confirmed the Minister's explanation that Mr. Shita had been arrested on the grounds of his political and not his trade union activities.

Mr. Möri, on behalf of the Workers' group, asked the Director-General to pursue his efforts to secure Mr. Shita's release in time for the next Governing Body session. He hoped that Mr. Hassan would make similar approaches to the Libyan Government.

Mr. Allaf, though agreeing that all Governing Body members should be allowed to attend its sessions, pointed out that what had occurred in Libya was no ordinary thing, but a revolution. As Mr. Hassan had explained, Mr. Shita had been arrested, not to prevent him from coming to Geneva, but on the grounds of his political activities. The Libyan Government had publicly proclaimed that any detainee found innocent upon trial would be released, and any found guilty would be dealt with as decided by the court. If Mr. Shita was innocent of the charges against him he could certainly attend the next session.

Mr. Möri observed that attempts to justify the arrest of trade union leaders on political grounds were common. The Workers' group insisted that the Director-General should endeavour to secure Mr. Shita's release.


Place

The Governing Body decided that the session should be held in Geneva.

Agenda

Mr. Möri, for the Workers' group, proposed including three of the technical items listed in paragraph 47 of the Office paper in the Conference agenda, namely those relating to the World Employment Programme, paid educational leave and the minimum age for admission to employment—in that order of priority. As regards the World Employment Programme, a subject of major topical interest, the Workers proposed that the Conference should set up a technical committee to draw up an action programme, rather than hold a general discussion which might range too far afield and yield no practical results.

As to the item on paid educational leave, he wished to reassure the Employers, whom he understood to harbour certain misgivings, and to make it clear that no one was suggesting that such leave should be granted to each and every worker. On the other hand, in those cases where it was granted the Workers' group believed that its purpose should not be confined to the upgrading of skills but should cover also the training of trade union leaders. Since unionists were often accused of failure to grasp the undertaking's problems, it would be in management's own interests for them to undergo training, even in purely technical questions, and thus become better qualified bargaining partners. Although, even with the meagre funds at present available, trade unions had often been remarkably successful in training their leaders, there was still tremendous scope for trade union education in some parts of the world.

Mr. Bergenström, on behalf of the Employer members, urged the Governing Body to bear in mind the growing concern of many countries at the overloading year after year of the Conference agenda. The greater the number of items included, the more difficult it was to discuss them properly and the more costly for distant countries to send adequate delegations. The 1971 agenda would already include the Director-General's Report, the programme and budget proposals, the items on the application of Conventions and Recommendations, the two items carried over from the 54th Session, the question of apartheid and the technical item on protection against benzene; it might also have to include questions relating to the programme and structure of the ILO. The Employers were therefore in favour of adding only one more item, namely that on the World Employment Programme, a subject which, like the Workers, they regarded as of primary importance to the ILO's future work. As for Mr. Möri's proposal regarding a technical committee to draw up a practical programme, they thought it wise at present simply to endorse the suggestions in paragraphs 10 to 13 of the Office paper,

1 See also second and third sittings and Appendix II.
which afforded proper guidance for a general discussion.

Mr. Mercado endorsed Mr. Morî's proposal to set up a technical Conference committee to examine practical measures to give effect to the World Employment Programme, a crucially important item worthy of more than just a general discussion.

In all regions, and especially in the developing countries, unemployment was seen as a host of problems demanding urgent solution. It was the most fertile breeding ground for subversion, a threat to free enterprise, freedom of association, democracy and international peace, and a source of grave anxiety to governments, trade union organisations and employers throughout the free world.

In February 1970 the Government and trade unions of Colombia, which shared with the other developing countries of Latin America a deep interest in the problem, were to hold, with ILO assistance, a meeting of trade union leaders from all over the continent to debate ways of tackling it. At the unions' request, too, the Government had received an ILO mission in Colombia headed by Dr. Abbas Ammar to advise on a pioneer project to be carried out under the World Employment Programme.

Mr. Hildebrand reiterated his Government's view, previously expressed in the Governing Body, that only one of the items listed in paragraph 47 of the Office paper should be added to the Conference agenda for 1971. Although all five were important, the Governing Body must beware of straining Conference resources, staff and delegations and endangering the effectiveness of the discussions by once again overloading the agenda. The ILO's standard-setting activities would in no way be curtailed through the selection of only one new technical item, since two would be carried forward from the 54th Session and a third—protection against benzene—had already been included.

His Government therefore advocated adding only the item on the World Employment Programme, one of interest and importance to all countries. With the project in Colombia about to get under way and others likely to follow, by June 1971 it would be time to appraise progress in carrying out the Programme, reconsider the extent of employment problems in the various regions and plan further action.

Mr. Mainwaring observed that, although the Conference had a large backlog of work to tackle at future sessions, overloading the agenda as had been done in recent years was no solution. It should, he felt, be possible to expedite the Conference's work by improving its efficiency without any increase in costs. The main scope for improvement probably lay in the manner in which the double-discussion procedure was applied. Although two sessions were normally devoted to the setting of standards on a particular subject, in practice the main problems were often settled in the first year, and much less discussion was required in the second. If, therefore, the time allotted for second discussion were halved, two items could be covered by a single committee in the second year, with consequent savings in servicing costs which would permit adding one more item to the agenda without incurring additional expenditure. In the case of the 54th Session, for example, while it was too late to consider adding further items to the agenda, savings might still be achieved by setting up a single committee to examine two of those due for second discussion, e.g. those on holidays with pay and minimum wage fixing machinery. Again, in 1971 the Conference could set up a single committee to discuss the two related items carried forward from the previous year, namely those on trade union rights and their relation to civil liberties and on protection and facilities afforded to workers' representatives in the undertaking.

As regards the items listed in paragraph 47 of the Office paper, the double-discussion procedure might be unnecessary, given sound preparatory work, for that on the minimum age for admission to employment, a subject already covered by instruments whose revision ought not to raise any major problems. The single-discussion procedure might also suffice for the item on dock labour, for which excellent preparatory work had already been done. International standards on the problem of adjustment to technological change in dock work would indeed be useful and timely. The more complex question of paid educational leave, on the other hand, probably called for the double-discussion procedure.

The Canadian Government was, at any rate, opposed to any increase in Conference costs in 1971 and, failing any improvement in the Conference's productivity, favoured inclusion in the agenda for that year of only one of the five items listed in paragraph 47, namely that on the World Employment Programme. Like the Workers, moreover, it urged that the Conference should work out a programme for action and not merely hold a general discussion. The Office might submit to the Conference full details of progress to date in particular countries, perhaps in a form similar to that of a law and practice report. Such a report could give information on compliance with relevant international standards such as the Employment Policy Convention and Recommendation which would help in assessing the ILO's standard-setting and technical co-operation activities and in planning future action.

His second preference would be the item on the social repercussions of new cargo-handling methods and—though the selection of three new items hardly seemed likely—his third that on paid educational leave. The item on the minimum age for admission to employment, which would entail mere technical revision of existing standards, seemed to merit a lesser priority.

Mr. Knolle gave first priority to the World Employment Programme, it being understood that both the preparatory work on the item and the Conference's discussions of it should concentrate on ways of carrying out the Programme in practice. It would be extremely useful if, as Mr. Morî had proposed, a special committee were set up to consider a programme of action.

Despite the undeniable importance of the other four items listed in paragraph 47 of the Office paper, particularly that on the social repercussions of new cargo-handling methods, the Governing Body must beware of overloading the Conference agenda, not merely on financial grounds but for the sake of efficiency. It should therefore select only one further item, and the Government of the Federal Republic of Germany would strongly support that on paid educational leave, a subject of great topical interest.

Mr. Frazão also warned against giving the Conference an excessive workload. International conferences were all too prone to tackle more items than they could manage, and indeed at its November 1968 Session the Governing Body had already concluded that an overloaded agenda would impair the Con-
ference's efficiency. The Brazilian Government therefore advocated selecting only two, or at the most three, of the items listed in paragraph 47. It assigned top priority to the item on the World Employment Programme. Moreover, as Mr. Mórí had suggested, a mere general discussion would not go far enough; after all, the basic principles underlying the Programme had already been brilliantly expounded by the Director-General in his Report to the Conference at its last session. What was needed was an action programme, and the Conference should set up a technical committee capable of appreciating the widely differing nature of employment problems in the advanced and developing countries. Unless the World Employment Programme took into account differences in national conditions, it would be doomed to failure.

As to the other technical items, in addition to that on protection against benzene the Brazilian Government favoured the inclusion of that on paid educational leave, subject to the agreement of the Employers' and Workers' groups. The item on the social repercussions of new cargo-handling methods, its next preference, might also be selected.

Mr. Franck thought that, to avoid taxing the Conference's capacity to deal with its agenda, the Governing Body should include new technical items only if they were of topical and universal interest. His Government was therefore in favour of including only three of the five items listed: first, that on the World Employment Programme; secondly, that on minimum age for admission to employment—especially important because of the population explosion in developing countries; and thirdly, that on paid educational leave. The remaining two items should be held over to some later Conference session.

Mr. Mbathi shared the view expressed by Governing Body members at the 175th Session and recorded in paragraph 8 of the Office paper that, because of the growing strain on Conference delegations, it would be unwise to overload the agenda. He accordingly urged that not more than five, and preferably only four, technical items altogether should figure on the 1971 Conference agenda.

His Government's first preference would be for the item on the World Employment Programme, and he strongly endorsed Mr. Mórí's suggestion that Conference action on the subject should aim at developing a concrete action programme. By 1971 the Third African Regional Conference, the Ninth Conference of American States Members of the ILO and the Fourteenth Session of the Asian Advisory Committee would all have been held and would have produced ideas and suggestions concerning the operation of the Programme in their respective regions; these would provide a basis for profitable discussion of the subject at the General Conference.

If a further technical item were to be selected—though he hoped that that could be avoided—his Government would support that on the social repercussions of new cargo-handling methods, a subject of topical concern to many countries, including Japan, because of constant technical progress in dock work and the consequent need to train and retrain dock workers.

Mr. Goroshkin, pointing out that in recent years many members had warned against overloading the Conference agenda with technical items, suggested that the Director-General in his Report to the Conference submit to the Governing Body a paper giving information on the number of items on the agenda of past sessions. He thought it fair to say that the Conference had so far managed to deal successfully with a fairly heavy workload and that it could probably do so even more effectively if it wasted less time on general and procedural matters during the early stages of its proceedings.

He agreed with previous speakers that the item on the World Employment Programme deserved first priority, and further felt that instead of holding a general discussion the Conference should examine the matter in depth, as suggested by Mr. Mórí.

At the 175th Session his Government had asked that an item on the adverse social consequences of automation should figure among those to be considered for inclusion in the 1971 Conference agenda, and in reply the Director-General had suggested that the question might be covered within the framework of the World Employment Programme. It was disappointing to note that this matter was nowhere mentioned in the paper before the Governing Body. In the advanced countries in particular, technological change, while boosting profits, often led to mass unemployment. As winner of the Nobel Peace Prize, the ILO now had a duty to strive harder than ever to protect workers from hardship, and he therefore reaffirmed his Government's view that the subject merited inclusion in the 1971 Conference agenda as a distinct technical item with a view to the adoption of an international instrument.

He also favoured the item on paid educational leave, which, as the Office paper convincingly demonstrated, was one of extreme importance in view of the rapid rate of technological change in industry.

Mr. Parodi appreciated the need, emphasised by previous speakers, to keep the agenda of the Conference within bounds so as not to impair the effectiveness of its discussions. The two related items carried forward from 1970—trade union rights, and protection and facilities afforded to workers' representatives—were likely to claim much of the Conference's attention. Most members appeared to agree, moreover, on the importance of the proposed item on the World Employment Programme, which would also take up a great deal of time. He wished to associate himself with the desire expressed by others that the Conference should approach the subject in a concrete and practical spirit.

Like Mr. Knolle, he believed the subject of paid educational leave to be one of acute topical interest and closely relevant to employment policy as a whole. In the advanced countries, which owing to technological change were faced with a growing need for highly qualified staff, the grant of such leave would help to meet both an economic and a social need. It was to be hoped, therefore, that the Employers' group would reconsider their attitude and that Conference action on this topic would not be postponed beyond 1971.

Mr. Morgan noted that, in addition to the two items carried forward from 1970 and the one on
protection against benzene hazards, the Governing Body was generally agreed on the desirability of including the item on the World Employment Programme in the agenda for 1971. As Mr. Bergenström had pointed out, the Conference might also have to deal with questions of programme and structure, which would call for a large committee. The agenda being therefore already fairly heavy and opinions divided as to the order of priority to be given to the other proposed items—his own Government, for instance, would favour that on dock labour, which had not even been mentioned by Mr. Mōri in stating the Workers' priorities—it would seem wisest not to add any more.

Mr. Salvi observed that the law and practice report on paid educational leave gave the impression that nothing had been done in Italy in that field. In fact, several Italian collective agreements provided for the grant of such leave to workers, and he proposed to supply the relevant information to the Office.

The discussion was adjourned to the following sitting.

(The sitting closed at 1 p.m.)

Approved by the Governing Body at the first sitting of its 178th Session, held on 3 March 1970.

Héctor Gros Espiell, Chairman.
MINUTES OF THE SECOND SITTING
(Tuesday, 18 November 1969—4.15 p.m.)

The Governing Body was composed as follows:

Chairman: Mr. Gros Espiell.

Mr. Abid Ali, Mr. Ago, Mr. Allal, Mr. Bannerman-Menson, Mr. Becker, Mr. Beermann, Mr. Benazzine, Mr. Benzedik, Mr. Bergestroem, Mrs. Bidart de Lape, Lord Collison, Mr. Dam-Sy-Hien, Mr. Datcu, Mr. Erdmann, Mr. Faupl, Mr. Fogam, Mr. Franck, Mr. Frazzo, Mr. Georges, Mr. Ghayour, Mr. Goroshkin, Mr. Hassan, Mr. Henniker-Heaton, Mr. Hildebrand, Mr. Hirose, Mr. Jaramillo, Mr. Kabore, Mr. Knolle, Mr. Koku, Mr. Lee Yen- ping, Mr. Mainwaring, Mr. Martinez Cobo, Mr. Mbaithi, Mr. Morgan, Mr. Mori, Mr. Morris, Mr. Nasr, Mr. Nayak, Mr. Nestan, Mr. Nyotowijono, Mr. Parodi, Mr. Salvi, Mr. Shioji, Mr. Sunda, Mr. Sudib, Mr. Tata, Mr. Waine, Mr. Yllanes Ramos.

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

Fifth Supplementary Report

Award of the Nobel Peace Prize for 1969: Recommendations by the Officers of the Governing Body

Mr. Mori, on behalf of the Workers' group, suggested postponing the decision on the use to be made of the Nobel Peace Prize moneys to the next session. The funds might be allotted, for example, to the Turin Centre or to the International Institute for Labour Studies, both of which were contributing to peace through their work on behalf of social justice.

The Director-General explained that the recommendation in paragraph 6 of the report was simply a book-keeping device intended to permit the deposit of the funds at interest. It did not in any way prejudice the Governing Body's decision on their ultimate use, which as Mr. Mori had suggested could be postponed.

The Governing Body adopted the recommendations in paragraphs 1, 4 and 6 of the report.

Second Item on the Agenda: Date, Place and Agenda of the 56th (1971) Session of the International Labour Conference (cont.)

Mr. Lee Yen-ping, like many speakers at the first sitting, urged that the Conference agenda should not be overloaded and observed that, given the size of delegations from developing countries, the Conference could not hope to deal satisfactorily with as many as three or four new technical items in 1971. His Government therefore favoured limiting the choice to two of the items listed in paragraph 47 of the Office paper.

It gave first priority to the World Employment Programme, which would remain the ILO's main task for many years to come and the focus of its contribution to the Second Development Decade. A Conference discussion on the Programme would prove invaluable in ensuring that the developing countries derived the greatest possible benefit from it.

Secondly, his Government supported the item on minimum age for admission to employment, a question regarded as one of major importance in his country, which had long-standing legislation for the protection of children and had recently increased the period of compulsory education from six to nine years. Existing international standards on the subject needed revision in the light of modern conditions.

The other three items suggested, though important, should be postponed to some later Conference session.

The discussion was adjourned to the following sitting.

Tribute to Lord Collison

The Chairman announced Lord Collison's retirement from the Governing Body, due to his having accepted a high government post in his own country. Lord Collison's association with the ILO dated back to 1954, when he had first attended the Conference as a United Kingdom Workers' adviser. Since then he had served as Worker Vice-Chairman of a large number of Conference committees, viz. the Committee on Agriculture in 1955, the Committee on Plantations in 1957, the Committee on Rural Problems in 1960 and the Selection Committee from 1963 to 1968; in 1964 he had been elected Worker Vice-President of the Conference. In November 1960 he had been appointed not only a Worker member of the Governing Body but also Vice-Chairman of its Financial and Administrative Committee, an office he had discharged with distinction ever since. He had been a regular Worker member of the Committee on Industrial Committees since 1960 and of the Committee on Operational Programmes since 1963. Finally, since 1960 he had served on the Permanent Agricultural Committee.

The Governing Body was deeply indebted to Lord Collison for his loyal and outstanding service to the ILO, through which he had made an invaluable contribution to the promotion and safeguard of workers' rights, to respect for international labour standards and to the Organisation's work as a whole. The Governing Body offered him its warmest thanks and wished him every success in his important new post as chairman of the Supplementary Benefits Commission in the United Kingdom.

Mr. Ago associated the Government group with the tribute paid by the Chairman to Lord Collison on his departure after so many years of distinguished service to the Governing Body and, in particular, to its Financial and Administrative Committee. His wisdom, practical sense and moderation would be sorely missed. The Supplementary Benefits Commission in the United Kingdom was fortunate indeed
risen to become chairman of several important bodies

Mr. Bergenström expressed the Employers' regret at the resignation of Lord Collison, whose keen sense of human values had earned him their deepest admiration. While firm in his convictions, he had shown an unfailing spirit of co-operation in debate and, even when opposed to their point of view, had forfeited none of their regard. His friends in the Employers' group would miss him greatly and wished both him and Lady Collison every happiness in the future.

Mr. Morgan expressed his Government's high regard for the man who, through nine years of Governing Body membership, had worthily upheld the tradition set by the Worker members from the United Kingdom who had preceded him—Sir Joseph Halls-worth and Sir Alfred Roberts. His able defence of the Workers' interests in the Financial and Administrative Committee, his contribution to the respect in which the ILO was held for its approach to budgetary and administrative questions and his strong sense of fair play in debate had been widely appreciated. Not only his own group, but the entire Organisation was very much indebted to him.

All Governing Body members who had known Lord Collison would always feel great admiration and respect for him. His rare combination of humanity and financial wisdom would make him uniquely successful in his challenging task as chairman of the Supplementary Benefits Commission.

Mr. Henniker-Heaton, who had paid tribute to Lord Collison on behalf of British employers at the ILO anniversary celebration in London on 29 October, associated himself with Mr. Morgan's statement. He personally regretted losing so soon a man in whom he had found a friend and guide when he had recently renewed his association with the ILO after many years.

Mr. Parodi, in associating himself with Mr. Ago's statement, expressed his esteem for Lord Collison, whose personal friendship during the many years when they had served together on the Governing Body he would always remember.

Mr. Möri said that the Workers' regret at losing Lord Collison was mixed with pride in his important new appointment, which would represent a further step in his long career of social endeavour. Apart from his outstanding services to the ILO just described by the Chairman, Lord Collison had played an eminent role in the British trade union movement. Starting out as a farm worker, he had gradually risen to become chairman of several important bodies in his country and eventually chairman of the Trades Union Congress itself.

He had worked steadfastly on behalf not only of the Workers' group of the Governing Body, but of all the workers of the world through the prominent part he had played at the Conference. His competence would be sorely missed in the Financial and Administrative Committee, the Committee on Industrial Committees and the Committee on Operational Programmes. Above all, it was his human qualities which had earned him his colleagues' devotion and regard—his obvious sincerity, his instinctive understanding of a vast range of labour and social problems, his extraordinary receptiveness to new ideas and utter lack of insularity, his readiness to listen objectively to views different from his own and his unswerving devotion to workers' interests.

The Worker members offered him their heartfelt congratulations on his new appointment and wished him and Lady Collison—in whom he had found a source of constant support—happiness and prosperity for many years to come.

The Director-General recalled that since 1960, when Lord Collison had become Worker Vice-Chairman of the Financial and Administrative Committee—on which his predecessors Sir Joseph Halls-worth and Sir Alfred Roberts had both served—the ILO had developed a programming and budgeting procedure unique in the United Nations system which had made a deep impact on the development of the ILO's social programmes. Lord Collison had earned the gratitude of all for his staunch support in working out that procedure.

Mention should also be made of his efforts to ensure that the ILO paid proper attention to the problems of agricultural workers, who after all made up most of the world's work force and often endured the worst living and working conditions. It was largely thanks to Lord Collison, too, that the policy of decentralisation had, despite many difficulties, got off to such an excellent start.

No doubt he owed his success in the ILO as much to his human qualities, and in particular his sensitivity and natural kindness, as to his great competence and mastery of the problems with which the Organisation was concerned.

He had, during his association with the ILO, earned the respect and gratitude of the entire secretariat. The Office staff looked forward to seeing him back in Geneva on many future occasions and wished him and Lady Collison happiness and good health.

Lord Collison expressed his sincere appreciation of the kind remarks just made and of the moving tribute paid to him the previous day by the Worker members—among whom he counted so many personal friends—at their group meeting. Since first coming to Geneva many years before as adviser to Sir Alfred Roberts, he had witnessed many changes in the ILO: besides its tremendous growth in size, it had come to concentrate more and more on technical co-operation, and the Workers' group had become increasingly concerned to see its field work reflect fully its tripartite structure and philosophy.

Acceptance of the chairmanship of the Supplementary Benefits Commission in the United Kingdom obliged him to sever all ties with the trade union movement—with his own union, the National Union of Agricultural Workers, and with the General Council of the Trades Union Congress—and so also with the ILO. Though the decision had caused him some anguish, his new post was in a sense a continuation of his life's work of protecting agricultural workers, who were the worst-paid of any sector, and of striving for better living standards for all workers throughout the world, since the Supplementary Benefits Commission's task was to relieve the plight of the poorest segments of the population.

Leaving the ILO was the most painful wrench of all. The United Kingdom felt great pride in the contribution which its citizens had made to the Organisation's work from the outset—Sir Joseph Halls-worth and Sir Alfred Roberts, his predecessors; Sir Richard Snedden, Lord McCorquodale, Sir George

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Pollock, and now Mr. Henniker-Heaton on the Employers' side; and such distinguished Government representatives as Sir Guildhaune Myrddin-Evans, Sir Denis Barnes, Mr. Rossetti, Mr. Slater, Mr. Heron, Mr. Morgan and Mr. Marre. Countless others had also won his admiration and esteem: Mr. Waline and Mr. Bergenström on the Employers' benches; his many friends in the Government group, particularly Mr. Weaver and Mr. Persons—the latter often his adversary in the Financial and Administrative Committee—Mr. Mainwaring, Mr. Hill, Mr. Merani and those who had represented the Indian Government after him, and many others.

He also felt a great debt of gratitude to the Director-General, who had shown him unfailing kindness and courtesy, to his own compatriot Mr. Jenks, the Principal Deputy Director-General, to the Treasurer and Financial Comptroller, whom he had found so helpful in the Financial and Administrative Committee, to other senior officials and to the Office staff as a whole.

He was leaving the ILO at a proud moment in its history, marked by the fiftieth anniversary celebrations and the award of the Nobel Peace Prize. As the only international organisation providing a forum where representatives of governments, employers and workers from all over the world could meet to discuss common problems and to learn from one another—an opportunity which indeed existed only too rarely at the national level—the ILO fulfilled a unique role. There was more than one way of achieving the universal aim of peace through economic and social progress embodied in the noble words of the Constitution and the Declaration of Philadelphia, and there was everything to gain by bringing together representatives of different ideologies and backgrounds. The gap between governments, employers and workers was never so wide that it could not be bridged by that mutual understanding and that willingness to work in unison for the common weal from which the ILO drew its strength. It had been an unforgettable experience to work with so many good friends in the Governing Body, especially the Worker members, and it would be a pleasure to see them all again on future visits to Geneva.

The Governing Body took note of the report.

(The sitting closed at 5 p.m.)

Approved by the Governing Body at the first sitting of its 178th Session, held on 3 March 1970.

Héctor Gros Espiell, Chairman.
The Governing Body was composed as follows:

**Chairman: Mr. Gros Espiell.**

Mr. Abid Ali, Mr. Allaj, Mr. Aslanyan, Mr. Ban-
nerman-Menson, Mr. Becker, Mr. Beerlinn, Mr. Benazzedine, Mr. Bensedik, Mr. Bergenström, Mrs.
Bidari de López, Mr. Dam-Sy-Hien (replaced during part of the sitting by Mr. Do-Lai-Ky), Mr. Erdmann,
Mr. Faupl, Mr. Fogam, Mr. Franck, Mr. Frazão, Mr. Georget, Mr. Ghayour, Mr. Hassan, Mr. Henmi-
Heaton, Mr. Hildebrand, Mr. Hirose, Mr. Jaramillo, Mr. Kabore, Mr. Knolle, Mr. Koku, Mr. Lee Yen-
ping, Mr. Mainwaring, Mr. Manescu, Mr. Martínez Cobo, Mr. Mbaithi, Mr. Morgan, Mr. Möri, Mr. Nasr,
Mr. Nayak, Mr. Neilan, Mr. Niotouwjonio, Mr. Parodi, Mr. Planu, Mr. Purpura, Mr. Salvi, Mr. Shioji, Mr.
Sunde, Mr. Tata, Mr. Tomášek, Mr. Waline, Mr. Yllanes Ramos.

**Second Item on the Agenda: Date, Place and Agenda of the 56th (1971) Session of the International Labour Conference (conc.)**

Mr. Smets was opposed to continuing the practice of previous years of overloading the Conference agenda. Failing improvements in the Conference’s working methods, only one more technical item should be added to the agenda for the 1971 Session. After careful consideration his Government considered that, despite the importance of all the items proposed, the one on the World Employment Programme deserved top priority. Should the Governing Body decide to include a further item, his preference would be for the one on the social repercussions of new cargo-handling methods.

Mr. Martínez Cobo pointed out that many of the poorer countries like his own could not afford to send to Geneva delegations large enough to man all Conference committees and give proper consideration to all the working papers entailed by a large agenda. Nor could he share Mr. Mainwaring’s hope that improvements in the Conference’s working methods might enable it to cope with a larger workload, since these methods were in fact quite satisfactory.

In addition to the two items carried forward from 1970 and perhaps also questions relating to the ILO Programme and structure, the Conference should deal with the proposed item on the World Employment Programme, a subject of the first priority, and in so doing concentrate on its practical implementation.

Although the Workers were understandably anxious to include further items, that would already constitute a heavy workload for the Conference. After all, one of the ILO’s chief merits was to advance, perhaps more slowly, but certainly more surely than certain younger organisations, and the remaining four technical items proposed could always be considered for inclusion in the agenda of the 1972 Session, when there might be fewer items carried forward from 1971.

Useful groundwork could in the meantime be done on some of these topics. That of minimum age for admission to employment, for example, raised questions having to do with biological factors and the extent of educational facilities—both of which varied greatly from country to country—and seminars or technical meetings organised with UNESCO and WHO participation might usefully prepare the way for discussion on the subject at the Conference. Studies might also be carried out to determine how far, in the light of actual economic conditions in the various countries, an international Convention on paid educational leave could be realistically contemplated.

Mr. Tomášek was also opposed to giving the Conference too heavy a workload in 1971.

The Governing Body had already done well to include the question of protection against benzene, whose importance had been stressed at the recent Tripartite Technical Meeting for the Leather and Footwear Industry and which was worthy of full discussion by the Conference.

He joined the Workers’ group in supporting the item on paid educational leave. Secondly, the agenda should also include the item on the World Employment Programme, on which some preliminary discussion had taken place at the 53rd Session of the Conference. Unless full account was taken of the importance of employment policies, international strategy for economic and social development would fall far short of its goals.

Finally, the Governing Body should give due weight to the statement submitted to it concerning the 1971 Conference agenda by the World Federation of Trade Unions, which had a very large membership.

Mrs. Bidari de López joined previous speakers in warning against the dangers of overloading the agenda and advocated including only items of high priority which would lead to the adoption of international labour standards.

The Conference already had on its agenda the three items mentioned in paragraph 3 of the Office paper, the two technical items carried forward from 1970 and the item on protection against benzene hazards. It would probably also be called upon to discuss questions of ILO programme and structure. The Uruguayan Government considered it vital, however, to add the item on the World Employment Programme. In line with Mr. Möri’s proposal, the Conference should set up a special committee to review the implementation of the Programme and, as suggested in paragraph 10 of the Office paper, the discussion would best serve its purpose if it were in the nature of a forward-looking examination. It was especially fitting for the ILO as it embarked on its second half-century of achievement to give thorough consideration to a subject of such key importance to its over-all programme.

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1 See also first and second sittings and Appendix II.
If the Governing Body thought it possible to add one more item to the agenda, her preference would be for that on the social repercussions of new cargo-handling methods. On no account, however, should the agenda be so overloaded as to entail any increase in the costs of the 1971 Conference Session.

Mr. Allaf, as representative of a country able to send only a small Conference delegation, agreed with many members who had warned against giving the Conference too heavy a workload, provided, however, that ILO action on urgent issues should on no account be delayed as a result.

Although the agenda would already necessarily include several items, quite apart from the technical items listed in paragraph 47 of the Office paper, the Syrian Government endorsed the widely shared view that the item on the World Employment Programme at least should be added and that the Conference should not confine itself to a general discussion of the subject. The time remaining until June 1971 should be used to carry out further studies on the Programme, to collect information and statistics on its implementation and to hold discussions at the national and international levels.

Although the other items proposed were all worth discussing at later Conference sessions, any further addition to the 1971 agenda would put a strain on many delegations. At the same time, he remained ready and willing to support any consensus which might in due course emerge in the Governing Body.

Mr. Farnam Farnaian also felt that the effectiveness of the Conference's work would suffer if its agenda were overburdened. In the circumstances, first priority should be given to the item on the World Employment Programme, a subject which, as had been proposed, should be dealt with by a technical Conference committee.

If the Governing Body decided to add a further item, it should select the one on paid educational leave, a question of great interest in Iran, where rapid economic expansion and industrialisation were making the constant training and retraining of workers increasingly desirable, and one closely relevant to its current programme of social reform.

Mr. Manescu expressed his Government's preference for the items on the World Employment Programme and paid educational leave. The World Employment Programme, designed as it was to create productive and remunerative employment and to form the ILO's major contribution to the Second Development Decade, deserved full examination by the Conference, as seemed to be generally agreed. Indeed, the Programme's success would depend on regular, perhaps even annual appraisal of its implementation, and of such problems as might arise throughout the Decade.

Owing to scientific and technical developments and the need to enable workers to contribute effectively to the economic, social and cultural progress of their country and to keep abreast of labour legislation, their constant training and retraining were essential. International standards laying down general principles on paid educational leave would, therefore, make a timely contribution to the workers' education and social advancement.

Mr. Colm, speaking on behalf of the Scandinavian countries, gave his support to the item on the World Employment Programme.

If a further technical item were to be added, it should be the one on paid educational leave, whose topical importance had been rightly stressed at the first sitting by Mr. Knolle.

Mr. Jaramillo was in favour of a limited agenda which the smaller Conference delegations could deal with effectively. Top priority should be given to the World Employment Programme, which, as the Workers' group and others had suggested, should be dealt with by a special committee with the purpose of suggesting concrete solutions based on experience to date. His Government's second preference would be for the item on the social repercussions of new cargo-handling methods.

Mr. Do-Lai-Ky, associating himself with the plea of other members for a reasonably limited agenda, favoured the item on the World Employment Programme. One of his Government's major policy objectives was to achieve not merely full employment but social justice for all categories of workers.

The representative of the Director-General (Mr. Jenks, Principal Deputy Director-General) wished to reply to several questions raised in the debate. First, the suggestion made by many members that the Conference should not confine itself to a general discussion in dealing with the proposed item on the World Employment Programme seemed to arise from a misunderstanding. The term "general discussion" as normally used in the past meant simply that adoption by the Conference of new international standards was not contemplated. In the present case, it was certainly not intended to rule out full discussion by a technical Conference committee of progress in the implementation of the World Employment Programme. If the Governing Body decided to include that item in the agenda, the point would be made perfectly clear in communicating the decision to governments. Its significance lay, of course, in the fact that the preparation of new standards entailed prior consultations with governments which in the present instance would be unnecessary.

As regards Mr. Goroshkin's question as to why no proposal was before the Governing Body for inclusion in the agenda of an item on the effects of technological change on the position of the worker, perhaps with some special reference to automation, the Office had not understood that the Governing Body wished to receive a law and practice report on the subject as a basis for a decision at the present session. Since it was now too late to consider placing it on the 1971 agenda, Mr. Goroshkin might perhaps agree that the matter should be put fully before the Governing Body at its May 1970 Session, i.e. when it would be giving consideration for the first time to the agenda of the 1972 Session of the Conference.

Mr. Mainwaring had made some interesting suggestions for saving the Conference's time. These were well worth considering, especially since savings formerly thought impossible had in fact been achieved in recent years. His proposal that a single committee should deal with two closely related items was, however, open to the objection that the same committee members were not always the persons most competent to deal with both items. The normal practice had therefore been to set up separate committees, although efforts had been made in appropriate cases to avoid their meeting at the same time.

The suggestion that the double-discussion procedure might be unnecessary for certain topics—for example the proposed item on the social repercussions
of new cargo-handling methods—also raised difficulties. For a Recommendation a single discussion might, it was true, suffice; but when the Conference was drafting a Convention the opportunity for further consultation of governments between two sessions provided by the double-discussion procedure was invaluable in ensuring that the instrument finally adopted would secure as many ratifications as possible. Moreover, although the Director-General or the Governing Body might often think a Recommendation more appropriate than a Convention, the final decision on the nature of the instrument lay with the Conference. Little was to be gained by saving the Conference's time if the results of its work were not widely acceptable—especially since many topics were placed on the Conference's agenda only at intervals of twenty or thirty years. The wisdom of eliminating the second stage of the procedure therefore seemed extremely doubtful, at least until such time as the matter could be considered far more thoroughly than was possible at the present stage.

The Chairman invited the Governing Body to vote on the Conference agenda in accordance with the procedure laid down in article 18 of the Standing Orders.

By 48 votes, i.e. unanimously, the Governing Body decided not to place all five of the proposed items—namely (a) the World Employment Programme (general discussion); (b) minimum age for admission to employment; (c) paid educational leave; (d) social repercussions of new methods of cargo handling (docks); and (e) admission to employment in inland navigation: medical examination, vocational training and competency certificates—on the agenda.

In a first ballot, item (e) was eliminated by 28 votes, as against 15 votes for item (c), 3 votes for item (b), 2 votes for item (d) and no votes for item (a).

In a second ballot, item (d) was eliminated by 20 votes, as against 17 votes for item (c), 11 votes for item (b) and no votes for item (a).

In a third ballot, item (b) was eliminated by 28 votes, as against 20 votes for item (c) and no votes for item (a).

In a fourth ballot, item (c) was eliminated by 47 votes, as against 1 vote for item (a).

By 48 votes, i.e. unanimously, the Governing Body then decided to place item (a), i.e. the World Employment Programme (general discussion), on the agenda.

By 27 votes to 20, with 1 abstention, the Governing Body decided not to place another item on the agenda.

It was noted that, as a result of the decisions just taken, and having regard to those items which would necessarily be before the Conference as well as those which were likely to be carried over from the 54th (1970) Session for second discussion and that which the Governing Body had decided to include in the agenda of the 56th (1971) Session with a view to its examination under the single-discussion procedure, the agenda of the 56th (1971) Session of the Conference would be as follows:

I. Report of the Director-General.

II. Programme and budget proposals and other financial questions.

III. Information and reports on the application of Conventions and Recommendations.

IV. Trade union rights and their relation to civil liberties (second discussion).

V. Protection and facilities afforded to workers' representatives in the undertaking (second discussion).

VI. Protection against hazards arising from benzene (single discussion).

VII. The World Employment Programme (general discussion).

Third Item on the Agenda: Questions Referred Back to the Governing Body by the Committee on Programme and Structure Set Up by the International Labour Conference at Its 53rd Session

The Chairman informed the Governing Body that the Government members were in favour of setting up a Governing Body working party to examine the questions referred back to the Governing Body by the Conference Committee on Programme and Structure. In their view the working party should consist, in addition to himself, who would serve as its chairman, of the Government representatives of Algeria, Brazil, Colombia, France, India, Indonesia, Italy, Kenya, Rumania, the USSR, the United Kingdom and the United States, as well as of such Employer and Worker members as the Governing Body might decide to appoint.

Mr. Bergenström, referring to paragraph 3 of the Office paper, reserved the Employers' position and hoped that the Governing Body would not treat the formulation of the items in paragraph 3 of the Office paper as binding. The wording of item (1), as appeared from the introduction to the paragraph, had found favour with many, but not all, of the members of the Conference Committee. The Employers could agree neither to the use of the somewhat vague term "socialised management" nor to the idea that it was not represented "as such" in the Governing Body; their concept of the representative character of the group was something quite different.

The Employers considered the number of Government members proposed for the working party to be too large. A small working party was often more effective than a large one, and the question called for further consideration.

Mr. Múñí expressed the Workers' support for the views of the Employers' group. The setting up of a working party would be the best way of working out in good time practical solutions of the problems referred back to the Governing Body. The Workers' group would consider the proposals of the Government group and make its views known later.

The discussion was adjourned to a later sitting.

Fourth Item on the Agenda: Contribution of the ILO to the United Nations Second Development Decade

Mr. Benazzedine, speaking on behalf of the Workers' group, welcomed the apparent recognition in plans for the Second Development Decade of the need to broaden international strategy for tackling development problems. Thus, in paragraph 6 of the Office paper the conclusion was drawn from experience gained in the First Development Decade that without a built-in employment objective economic development was unlikely to lead to proper development of
human resources or fair distribution of increased income or to win popular support. Again, as reported in paragraph 11 of the first supplementary note, the draft preambular declaration agreed to by the Preparatory Committee for the Second Development Decade proclaimed that the ultimate objective of development lay in sustained improvements in the well-being of the individual and the widespread enjoyment of the benefits brought about by development. This new approach gave reason to hope that the Second Development Decade would be far more successful than the First.

The ILO's contribution to the Decade would consist mainly of the World Employment Programme and of the formulation of certain principles whose implementation would help to improve living standards in the developing countries. In the Workers' view, higher national income and employment creation must from the outset be linked with measures for social justice, since a fair distribution of the fruits of national prosperity was the key to harmonious development and to popular support for the development campaign. They therefore warmly welcomed the statement in paragraph 3 of the Office paper that the ILO in its contribution to the Decade would highlight the social objectives enunciated in its Constitution and in the Declaration of Philadelphia. The ILO was of course especially well fitted by its constitutional mandate and unique tripartite structure to play a leading part in preparing and carrying out plans for the Decade. At the same time it must work in unison with the other specialised agencies, and the Workers would welcome information from the Director-General on measures to ensure co-ordination, especially between the ILO and UNIDO.

The statement in paragraph 9 of the Office paper that achievement of the economic and social objectives set for the Decade would call for the creation of certain organisations called for clarification. That could hardly mean trade unions, which must come into existence spontaneously. Bodies could certainly be set up, however, to strengthen trade union structures, if the aim was to promote respect for human rights and freedoms. Indeed, the Workers fully endorsed the suggestion in paragraph 10 of the paper that, being tripartite in structure, the ILO should make a key contribution to development through its major programme for social institutions development.

Mr. Bergenström stated that the Employers shared the Workers' hopes for the greater success of the Second Development Decade. Many useful lessons could at least be drawn from the mistakes of the First Decade.

One section of the extremely useful report of the Commission on International Development criticised the negative attitude towards the private sector prevalent in many developing countries. The Employers' group welcomed such an authoritative recognition of the need to develop a dynamic private sector in those countries. They regretted the report's failure, however, to put enough emphasis on the role of private enterprise in technical co-operation.

Mr. Nayak found the result of the First Development Decade disappointing in spite of its success in building up an infrastructure for development in many countries and in promoting a fair growth rate. Its failures had been due to its neglect of social progress through an almost obsessive preoccupation with economic development, which was after all only a means to an end.

In his speech to the Conference in June Pope Paul had issued the timely warning that it was against himself that man must be defended, for man was threatened with becoming only a part of himself and with being reduced to one dimension only. The Preparatory Committee for the Second Development Decade, too, had regarded sustained improvements in the well-being of the individual and the elimination of undue privileges and extremes of wealth and poverty as the ultimate goals of development. The time had come to test the ILO's principles of social justice in practice and to ensure a proper balance between the economic and social goals of development; and indeed the report of the Commission on International Development contained useful recommendations on how international organisations could help the developing countries to preserve that balance.

The spread of unemployment in those countries that had afforded striking proof of the folly of concentrating on economic growth to the detriment of social progress; it not only bred frustrations and tensions which threatened social stability, but was also a denial of the ILO's basic principles of social justice. It was therefore gratifying to note that the Director-General had informed the Preparatory Committee for the Second Development Decade of the main features and objectives of the World Employment Programme, which was designed to combat unemployment. Full support should be given to the Director-General's suggestion that a General Assembly declaration on the Decade should urge countries to set national employment targets or at least define the objectives of their employment policies in quantitative terms.

The opportunities for productive employment created by introducing labour-intensive schemes and so-called "intermediate" technology in the developing countries should be fully explored. Unless they were economically sound and attained a certain level of productivity, labour-intensive schemes failed in their whole purpose. The ILO should take the initiative in carrying out studies into the kind of technology most suited to conditions in the developing countries—a question which, as its Secretary-General had informed the Conference in June, was already arousing interest in the OECD.

The ILO's contribution to the Second Development Decade should not, however, be confined to employment questions. Its programmes relating to standard setting, living and working conditions, safety and welfare and social standards aimed at achieving universal social justice and material well-being. Employers and workers were, in a sense, the leaders of the community, in that the production which made it prosper depended on their planning and efforts, and as such they bore a heavy responsibility for mustering support for the Second Development Decade. The ILO's role should be to provide a rallying point for that support and so to gain moral authority for its efforts to attain the Decade's goals.

Mr. Mainwaring endorsed the outline of the proposed ILO contribution to the Decade and welcomed its emphasis on social and employment objectives and on the building and strengthening of social institutions as the machinery of progress.

The Governing Body was deeply indebted to the Director-General for his success in focusing attention on these objectives outside the ILO. His obvious sense of purpose, his human qualities and judgment, his ability to communicate and inspire and the soundness of his ideas had won him universal esteem both in the Preparatory Committee for the Second Development Decade and elsewhere. During the Decade the ILO
would need just such a spokesman to explain its programmes and objectives to the UNDP, the World Bank, national ministries of finance and planning, and other important bodies, since the financing of the World Employment Programme would largely depend on the priority assigned to it by such bodies. Governing Body members of all three groups should also lend their support by trying to spread understanding of the ILO's aims in their own countries.

Now that its broad objectives had been formulated, the World Employment Programme must be translated into specific projects. The invitation of the President of Colombia to the ILO to help that country achieve the goals of the World Employment Programme and the Ottawa Plan for Human Resources Development was a promising gesture.

Further research was clearly required, however, into the kinds of wage policy most appropriate to development programmes, since, as the Office paper pointed out, such policy could help towards a fairer distribution of the fruits of economic progress.

Finally, the ILO should not neglect problems of primary interest to the advanced countries, whose study would in due course benefit the developing countries and contribute to the goals of the new Decade.

Mr. Coln, on behalf of the Governments of the Scandinavian countries, also paid tribute to the Director-General for representing the ILO so ably in New York.

The ILO had a key role to play in the Decade by ensuring that the social objectives set forth in its Constitution and in the Declaration of Philadelphia were given due weight. According to the Declaration, all national and international policies and measures, in particular those of an economic and financial character, should be judged in the light of those objectives and accepted only in so far as they might be held to promote and not to hinder their achievement. In fact, economic development was fruitless if it did not lead to social progress—a point well brought out by the ILO in its replies to the United Nations questionnaire concerning the Decade and in paragraph 3 of the Office paper. The mistake of concentrating on economic development, the main cause of the failure of the First Development Decade, must not be repeated. It was therefore gratifying to note the overriding stress laid by the Director-General on promoting the material well-being of the individual in accordance with the ILO's basic principles and on the social aspects of development.

There were two grave problems, however, barely touched on in the Office paper—population growth and environmental conditions. The Office paper did admit that because of the former the conditions of most of the world's workers were likely to worsen before they improved; but it found an almost exclusive emphasis in national employment policies and largely disregarded the need for concurrent policies to curb population growth. The developing countries should also make questions of environment an integral part of their development plans and beware of repeating the errors of the advanced countries in that field.

Mr. Morgan joined Mr. Mawhinney and Mr. Coln in paying tribute to the Director-General. At the present stage of preparations for the Decade the ILO must strive to spread awareness of its basic ideals and principles in the developing countries, and in particular to impress upon employers' and workers' organisations—which would be largely responsible for carrying out development plans—the need to create productive employment and distribute the fruits of development fairly.

Some of the ILO's replies to the United Nations questionnaire had hinted at the dilemma facing the developing countries—insufficiently understood in the First Development Decade—of choosing between capital-intensive schemes with a high level of production and labour-intensive schemes with a lower level of production. Each country would have to make its own choice, but at least it should have the benefit of the best advice before doing so.

Mr. Hildebrand congratulated the Director-General on his recent agreement with the President of Colombia on a project to give effect to the World Employment Programme in that country. Practical projects of that kind would make an excellent start to the first stage of the Programme, since only experience at the national level could reveal what was feasible and what was not. Meetings might be held at that level, for example, to enable a country's own experts in such fields as labour statistics, employment and investment to discuss with ILO experts practical ways of achieving the Programme's goals. Regular and thorough appraisal of progress in carrying out national programmes would also guide the ILO in deciding how to implement the Programme in its later stages and so enhance the value of its contribution to the new Decade.

Mr. Tata considered the contribution to the Decade suggested by the Director-General to be along the right lines. The disappointing results of the First Development Decade had come from placing too much reliance on aid, particularly from the rich countries, and not enough on trade and monetary stability as the factors of economic growth and hence of social progress. Organisations such as GATT, UNCTAD and UNIDO and others designed to encourage trade were of fairly recent origin, and only in the later years of the Decade had proper emphasis been laid, for example, by the International Bank for Reconstruction and Development, on the importance of sound international monetary policies.

The absorption of the benefits of development by population growth—a problem he had often pointed out in the past—had been a phenomenon largely ignored in the First Development Decade, because many had found population control policies distasteful. It was extremely encouraging, however, to note the now widespread awareness of the need to check the population explosion in certain countries where prosperity might otherwise be delayed for many years to come.

Although the ILO was regarded as a primary source of guidance in carrying out the World Employment Programme, the Programme's success would largely depend on the policies of individual governments and on their thorough understanding of the factors of industrial growth. The Office paper had suggested certain advantages of labour-intensive over capital-intensive schemes; but in the last resort governments would have only themselves to blame for adopting policies which led to greater unemployment, and they should therefore now begin the closest study of their employment programmes.

Private enterprise had been severely attacked, perhaps with good reason, for its failure to ensure a fair distribution of national income. It was promising to note that methods were being studied, such as the establishment of co-operatives to prevent a minority from enjoying the lion's share of the fruits of growth.
That did not mean that some of the abuses often denounced as stemming from private enterprise never occurred in the case of co-operatives; subject, however, to due caution being exercised in that respect, the fact remained that the co-operative movement could make a substantial contribution to development and was rightly claiming the attention of those planning the Second Development Decade.

The discussion was adjourned to the next sitting.

(The sitting closed at 1 p.m.)

Approved by the Governing Body at the first sitting of its 178th Session, held on 3 March 1970.

Héctor Gros Espiell,
Chairman.
The Governing Body was composed as follows:

**CHAIRMAN:** Mr. Gros Esphìeld.

Mr. Abid Ali, Mr. Ayo, Mr. Allah, Mr. Bannerman-Menson, Mr. Becher, Mr. Beermann, Mr. Benazzedine, Mr. Bendedik, Mr. Bergenström, Mrs. Bidart de Lopez, Mr. Dam-Sy-Hien, Mr. Darsa, Mr. Datcu, Mr. Erdmann, Mr. Fauël, Mr. Fogam, Mr. Franck, Mr. Frazio, Mr. George, Mr. Ghayour, Mr. Goroshkin, Mr. Hassan, Mr. Henniker-Heaton, Mr. Heron (replaced during part of the sitting by Mr. Morgan) Mr. Hildebrant, Mr. Hirose, Mr. Jaramillo, Mr. Kahore, Mr. Knolle, Mr. Koku, Mr. Lee Yen-ting, Mr. Mainwaring, Mr. Martinez Cobo, Mr. Mbathi, Mr. Møri, Mr. Morris, Mr. Nasr, Mr. Nayak, Mr. Neilan, Mr. Parodi, Mr. Plant, Mr. Salvi, Mr. Shioji, Mr. Sunde, Mr. Tala, Mr. Tomášek, Mr. Waline, Mr. Yllanes Ramos.

**FOURTH ITEM ON THE AGENDA: CONTRIBUTION OF THE ILO TO THE UNITED NATIONS SECOND DEVELOPMENT DECADE (concl.)**

Mr. Mbathi, like previous speakers, congratulated the Director-General on the ideas he had put forward concerning the ILO's contribution to the Second Development Decade—a contribution to which the Organisation's tripartite structure and ideals would lend special significance. He was convinced that the proposed approach would yield substantial results in the developing countries.

Kenya's experience corroborated the point made in paragraph 2 of the Office paper that social progress did not automatically follow economic growth but required conscious planning and effort. The ILO's position on the place of social objectives in development programmes during the Second Development Decade, as set forth in paragraph 3, was a sound one. Paragraph 4, in offering ILO assistance to developing countries in the matter of human resources utilisation and widespread distribution of the fruits of economic progress, announced a promising development strategy. He warmly supported the views expressed in paragraphs 6 to 8 on human resources and in particular the specific measures which would be taken under the World Employment Programme. He also endorsed paragraph 10 in regard to the fundamental role of social institutions in development programmes and the ILO's contribution in that field. As paragraphs 11 and 12 rightly insisted, the fruits of economic progress should be shared on an equitable basis. They should benefit the poorest sections of society and not merely a small minority.

Mr. Yllanes Ramos said that the prominent part which the ILO would have to play in the Second Development Decade was one of the most important subjects on the Governing Body's agenda, implying as it did a fulfilment of the Organisation's obligations and an amplification of its specific objectives.

While the summary of the Report of the Commission on International Development (Pearson Report) in the second supplementary note was regrettably brief, the ILO's replies to the United Nations questionnaire were remarkably objective and penetrating. The First Development Decade had made the mistake of concentrating on a purely economic objective, namely the gross national product, on the assumption that any growth in that parameter would automatically raise living standards and bring social progress. Facts, however, showed that this was not necessarily true. It was therefore very pertinent that the ILO, in its reply to question 3, should have indicated that its development strategy would be based on the three broad programmes of human resources development, conditions of work and life, and social institutions. The latter institutions, in particular, needed to flourish in conditions of human freedom and dignity.

Further on in its replies to the questionnaire, the ILO had rightly drawn attention to a major factor of economic distortion, namely the rapid manpower growth resulting from population increases, which, if not intelligently handled, might lead to even greater unemployment and underemployment.

The Administrative Committee on Co-ordination (ACC), in its statement on the Second Development Decade, had insisted on the primary importance of self-help on the part of developing countries in the achievement of economic and social development. It had thereby touched on one of the most crucial aspects of the problem. In fact, self-help alone did not suffice; the understanding of others was also necessary.

The ACC had done well to affirm that the true wealth of a country lay in its human resources; but that wealth had to be carefully developed and proper attention given to the grave problem of the demographic explosion. In his own country an annual population growth rate of 3.5 per cent had generated an estimated demand for over 650,000 new jobs in 1970. Each country had to determine how it would create employment as one of the immediate goals of its economic development. Economic growth without job creation would bypass vast sections of the population.

If the ILO really attached to the World Employment Programme the importance which the Governing Body's virtually unanimous vote to place the subject on the agenda of the 1971 Conference session seemed to indicate, it would not only have to consider the question of priorities among the various economic sectors which could provide employment, but would have to tackle seriously that of removing obstacles to trade between exporting and importing countries with a view to enabling developing countries to expand their export potential. Those coun-

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4. See third sitting.
tries were not asking for more aid or charity, but for economic co-operation and understanding from the more advanced ones.

The ILO, in short, had been well advised to reject economic development and industrialisation for their own sake. By fostering co-operation in a common effort to improve social and living conditions, it would remain true to its mission.

**Mr. Platt** observed that the Office documents revealed a certain difference of approach between the ILO and the United Nations in the matter of development strategy, with the ILO taking a rather more realistic view of labour utilisation and mobility. The United Nations, for instance, expected the movement out of agriculture to increase more than did the ILO: it foresaw a fall of 10 to 17 per cent in the proportion of agricultural workers by 1980, while the ILO estimated the drop at only 1.9 per cent and further, recognising that poverty was one of the main compulsions for mobility, looked to better living standards and more jobs to remove that compulsion. That one example strikingly illustrated the United Nations failure to grasp fully the ILO's overriding concern for employment creation rather than merely accelerated economic growth. The Director-General should insist on the advantages of the ILO approach.

**Mr. Datcu** stated that his Government, which attached particular importance to the question of the ILO's contribution to the Second Development Decade, had welcomed the initiative taken by the United Nations in preparing a development strategy for the nineteen seventies. Rumania, itself engaged in an extensive programme of development, was keenly alive to the aspirations of developing countries. It was natural that, within the international strategy for development, the World Employment Programme should be the ILO's main contribution. The ILO had rightly recognised rational utilisation of manpower as a *sine qua non* for the full exploitation of a country's economic potential. In that connection, it was vital to establish a harmonious relationship between skill formation and management development on the one hand and employment promotion on the other.

Mobilisation of otherwise wasted resources was only one side of the complex problem of under development. In applying the ideas of the ILO Constitution to the Second Development Decade, account should be taken of the basic options in the economic and social policies of all countries, and particularly those in process of development, within the framework of world trends. Side by side with other priorities dictated by the demands of economic growth, such necessary objectives as industrialisation, application of science and technology to development and utilisation of human resources all had their rightful place. Only if technological factors were duly taken into account would the economic gap between developed and developing countries be bridged.

Although the objectives to be pursued by the ILO during the Second Development Decade had been defined in fairly concrete terms, the very scale of its activities called for a continuing process of evaluation by the Conference and the Governing Body. Decentralisation also would favour local co-ordination of operations by facilitating direct contact with national and international organisations. The need for such co-ordination within the United Nations family would grow with the increasing diversification of the areas of co-operation.

**Mr. Goroshkin** considered that, because of its capital importance not only from the social but also from the political point of view, the question of the ILO's contribution to the Second Development Decade should receive the greatest attention. Although it was proper for the ILO to concentrate on the employment problem, it would be idle to expect that an adequate remedy could be found for unemployment under the conditions of the capitalist system. Nevertheless, the struggle to secure the right to work should be carried on under all circumstances, at the national as well as the international level.

Now that the idea of a World Employment Programme was striking root, an all-out effort should be made to elaborate and implement the Programme, without neglecting the considerable experience accumulated in a number of countries, including the Socialist countries. Moreover, where the Programme covered for the participation of the employers, international organisations it was important to demarcate clearly their several fields of competence.

While laying stress on the problems of the developing world, the Programme must embrace all countries where there was a danger of unemployment. It should essentially be implemented at the national level and comprise measures whose effect would be to alter drastically the distribution of national income to the benefit of the workers, reform the agrarian structure, speed up the industrialisation process, expand the public sector and enhance the role of national planning. The value of such measures had been amply demonstrated by the experience not only of the Socialist countries but of many developing countries. Even in industrialised countries, reforms such as reduced working hours, a lower retirement age and longer annual paid leave would materially ease the unemployment situation. Furthermore, trade unions must be given the opportunity to participate in the planning and execution of national employment programmes. The ILO would find a fertile field of endeavour in the preparation and adoption of instruments aimed at improving the world employment situation. In the process it would guide national programmes in the struggle against unemployment. All these activities must, however, be carried out within the existing resources of the Organisation's budget, which was already so high as to cause grave concern to a number of governments.

**Mr. Mori** said that the Workers' group was particularly anxious that the Second Development Decade should be more productive of results than the First, which had proved something of a disappointment. The Workers looked to the ILO, during the Second Development Decade, to inspire and stimulate efforts to provide jobs for all who needed them.

The attitude reflected in the Office paper to the question of participation of the population was particularly encouraging. Trade unions in particular were in a position to make a dynamic contribution to the achievement of full employment. It must be understood, of course, that workers should receive their fair share of the fruits of economic growth and high productivity, particularly in developing countries, where the aim should be not only to achieve full employment but to raise living standards gradually to the level reached by the industrialised ones.
The Governing Body took note of the Office paper and of the first and second supplementary notes.
FIFTH ITEM ON THE AGENDA: REPORT OF THE TECHNICAL MEETING ON TRAINING OF TEACHING STAFF FOR INDUSTRIAL TRAINING SCHEMES (Turin, 14-25 April 1969) ¹

Mr. Faupl said that the Workers' group had read the report with much interest and satisfaction. The conclusions of the Meeting, which had brought together experts drawn from tripartite circles as well as practitioners of vocational training, would provide the ILO and other bodies with useful guidelines for future action. As no nation, however developed it might be, had a monopoly of expertise in the field of vocational training, the report, with its extensive coverage of the subject-matter, deserved wide circulation and could serve as a valuable guide and an incentive to purposeful action.

Considering that it reflected the views and experience of specialists with a practical knowledge of the subject, paragraph 3(a) of the Office paper, which merely invited the Governing Body "to take note of the report", appeared rather weak. A much fuller use might be made of the document, say by reproducing excerpts from it in CIRF² and other ILO vocational training publications.

With regard to paragraph 143 of the report, which referred to FAO and UNESCO as the ILO's prospective partners in the field of human resources development, it might be observed that there were other organizations in the United Nations family concerned with vocational training which would also have deserved mention.

It was noteworthy that paragraph 46 stressed the really professional nature of the occupation of those who administered vocational training schemes; this observation provided support from an independent group of experts for the Workers' stand in favour of the inclusion of an item on paid educational leave in the agenda of the 1971 session of the Conference.

Mr. Bergenström voiced the concurrence of the Employers' group in the Workers' estimate of the importance of the report. With regard, however, to Mr. Faupl's objection to paragraph 3(a) of the Office paper, he himself found the present wording satisfactory. It had to be borne in mind that the report was an experts' report; as such it would be legitimate for the Governing Body to offer criticism, but any attempt on its part to approve such a report formally would be contrary to established practice.

Mr. Faupl declared, in clarification of his previous statement, that there had been no question of approving the experts' report. All that he had in mind was that it should be circulated as widely as possible so that everybody interested in vocational training might have access to it.

Mr. Végh Garzón agreed that it was not for the Governing Body to approve the experts' report but merely to take note of it.

Paragraph 135 and the following paragraphs on international assistance were of considerable interest in connection with various items which the Governing Body had to examine and which, as in the case of the Turin Centre, were directly linked to the theme of international co-operation for the provision of aid to developing countries. As paragraph 135 rightly insisted, aid-receiving countries should have a clear sense of the purpose for which they were requesting aid and, since often their failure to benefit from it was due to insufficient preparation on their part, this point should be borne in mind particularly in connection with vocational training. Much duplication of effort and consequent failure would be avoided if effect were given to the recommendation in paragraph 136 that a national body should be set up in each country to ensure co-ordination between assistance received in the training of teaching staff.

Paragraph 138, in bringing out the importance of briefing technical co-operation experts on the culture and special problems of the country to which they were to be sent, had focused attention on a common cause of failure of such missions.

It was gratifying to note the reference in paragraph 142 to the Inter-American Vocational Training Research and Documentation Centre (CINTERFOR), which, contrary to certain fears felt at the time of its establishment, had grown into a highly effective body for the co-ordination of ILO technical assistance in Latin America.

Mr. Nasr confessed his disappointment with the report. To begin with, the Meeting had consisted for the most part of vocational training experts from industrialized countries. They could not therefore be said to represent the developing world. This would have been of little consequence had the Meeting not decided, as reported in paragraph 9, that each expert should describe the vocational training system in his country. Subsequent paragraphs went on to make recommendations as to the proper method of training industrial teaching staff in developing countries. The value of these recommendations, emanating as they did from persons who could not be conversant with the peculiar conditions of the emerging countries, was open to doubt.

Paragraphs 33, 34, 62 and some others did not rise above the level of self-evident generalities. Future expert meetings of this sort should tackle real issues and pay their cost by making ILO technical assistance more effective and therefore more beneficial to its recipients.

The Chairman informed the Governing Body that the issue of Training for Progress mentioned in paragraph 2 of the Office paper was now available.

The Governing Body adopted the proposals in paragraph 3 of the Office paper, including Mr. Faupl's suggestion that the widest possible distribution should be given to the report of the Meeting.

SIXTH ITEM ON THE AGENDA: RECORD OF THE PREPARATORY TECHNICAL MARITIME CONFERENCE (Genoa, 15-26 September 1969) ¹

Mr. Lawyer, speaking as a member of the Governing Body delegation to the Genoa Conference, observed that the Conference's agenda bore witness to the lead the ILO was giving in tackling the pressing social problems of the maritime industry.

¹ See Appendix V.
² In accordance with a decision taken by the Governing Body at its 161st Session (see Minutes of the 161st Session of the Governing Body, eighth sitting, p. 40), the functions formerly performed by the International Vocational Training Information and Research Centre (CIRF) are now carried out by the ILO.
³ See Appendix VI.
Since the last maritime session of the International Labour Conference, technical developments had radically changed the working conditions of seafarers, raised the standard of skills required and, generally speaking, posed a series of new maritime employment problems. The Genoa Conference had taken a welcome decision in proposing the adoption of a Recommendation on three items which had been on the agenda at Genoa.

Recognising further that if the maritime industry was to retain the services of the best-qualified people it would have to provide better accommodation in ships, and considering also that, given the possibilities afforded in that respect by the large and well-appointed vessels now being built, the original Convention on crew accommodation was largely out of date, the Genoa Conference had proposed the adoption of a supplementary Convention laying down substantially higher standards, together with two Recommendations dealing specifically with air-conditioning and noise control.

The complex problem of revising the basic wage for able seamen had given rise to much discussion, but a compromise had been reached raising the wage figure in the Wages, Hours of Work and Manning (Sea) Recommendation, 1958, to £38 or $91.

As regards the item on accident prevention, and in view of the high incidence of occupational accidents on board ship, the proposals of the Genoa Conference directed to the adoption of a Convention on noise control, as was also its resolution calling upon the ILO, in co-operation with IMCO, to draw up an international code of practice on accident prevention on board ship.

The proposed Recommendation on vocational training of seafarers gave full recognition to the importance of proper training as a guarantee of efficiency in shipping operations.

As for seafarers' welfare, the Genoa Conference had, in proposing the adoption of an up-to-date Recommendation, taken due account of the need for improved welfare facilities for ships' crews.

Finally, its resolutions concerning speedy forwarding of seafarers' mail and a distinctive identification for seafarers' welfare material would aid rapid transit through the post.

Apart from its substantive achievements, the Genoa Conference was notable for the atmosphere of collective bargaining which had characterised inter-group discussions and the spirit of co-operation which had ultimately resulted in satisfactory conclusions. Its work had been facilitated not only by the excellent reports prepared by the Office as a basis for discussion but by the patience, understanding and competence shown by the Secretary-General, Mr. Tekovedjre, who had been ably seconded by a dedicated secretariat.

The Assistant Secretary-General, Mr. Bratt, also had a broad professional background—indeed a trilateral one, since he had been associated at one time with employers, workers and the Government and to the shipowners' and seafarers' associations of Italy for their prominent role in ensuring the success of the Conference.

The United States Government supported the action proposed in the Office paper, which would ensure an effective follow-up of the work of the Genoa Conference at the maritime session of the International Labour Conference in 1970.

Mr. Yoshimura, as the Employers' representative on the Governing Body delegation, conveyed his sincere thanks to the Italian Government, shipowners and seafarers for the kind reception and lavish hospitality accorded to participants. He congratulated the Secretary-General, Mr. Tekovedjre, on having steered the Genoa Conference to a successful conclusion, and also expressed special appreciation to the Legal Adviser for the valuable guidance they had provided for participants on a number of delicate problems.

With a view to the setting of the agenda for the 1970 maritime session of the General Conference, he deemed it necessary to restate the Shipowners' position on three items which had been on the agenda at Genoa.

As regards the crew accommodation item, the Shipowners had stressed the lack of realism reflected in the proposed conclusions in so far as they related to smaller vessels and had registered disagreement on the provisions relating to sanitary installations; they would continue to oppose the proposed Convention at the 1970 maritime session of the General Conference unless the points of disagreement were cleared by them. On the other hand, they welcomed the proposed Recommendations on air-conditioning and noise control in crew accommodation and working spaces, though they felt that the provisions proposed for the latter instrument were likely to be outstripped by technological progress by the time the General Conference session was held.

Although the scope of the item on revision of the minimum basic wage for able seamen had been clearly defined by the Governing Body, there had been a wide divergence of opinion between the groups. The Seafarers had insisted on a revised basic wage of $111, while the United Kingdom Government and the Shipowners had proposed $91 and $83 respectively.

The Shipowners Bat finally voted for the compromise figure of $91 so as not to hold up the work of the Conference.

During the committee discussion of the item on seafarers' welfare at sea and in port, mention had been made of the decision of the General Conference at its 53rd (1969) Session, following the first discussion on the new draft Convention on holidays with pay, to include seafarers within the scope of the instrument. That decision had been opposed by the Employers' group at the General Conference, and similarly at Genoa the Shipowners—and the Seafarers also—had taken the view that the inclusion should not be retained in the draft to be submitted for second discussion at the 54th Session of the Conference; it was quite inappropriate, they had felt, for a general Convention to cover seafarers.

In concluding, he joined in the tribute paid to Mr. Bratt, who had rendered outstanding services to the Office for over two decades and wished him every success in his future activities.

Mr. Sunde associated himself with previous speakers in thanking the Italian authorities, as well as the Italian shipowners and seafarers, for their generous hospitality. That the Conference had been a success was due as much to the facilities provided by the host country as to the thorough reports prepared by the Office. The Secretary-General, Mr. Tekovedjre, and his staff also deserved to be congratulated on the efficient running of the Conference.

There were three points to which he wished to draw special attention.

First, the Shipowners as well as the Seafarers had, as Mr. Yoshimura had mentioned, asked that the
Mr. Ago, after acknowledging on behalf of the Italian Government the many expressions of gratitude from members, observed that the success of the Genoa Conference had been in no small measure due to the part played by the Governing Body delegations, and that particularly appreciation was due also to Mr. Tévoédjrè, who had discharged his functions in an exemplary manner, and to Mr. Bratt, the Assistant Secretary-General.

Referring to Mr. Bratt's impending retirement, the speaker recalled the cooperation he had received from him at many ILO meetings and extended him his best wishes for the future.

The Italian Government had been highly satisfied with the achievements of the Genoa Conference, and it was to be hoped that it would not be too long before the city of Genoa had the privilege of welcoming another ILO conference.

Mr. Bergenström conveyed to Mr. Bratt the deep appreciation not only of the Shipowners but of the whole Employers' group for the contribution he had made to the ILO's work during his twenty-six years' service. Mr. Bratt had distinguished himself both through his knowledge of maritime questions and through his devotion to the principles of the Organisation. The speaker wished him good luck for many years to come.

Mr. Goroshkin, endorsing the Office proposals concerning the despatch to governments of reports based on the conclusions of the Genoa Conference, inquired whether the Director-General had any comments on the statement made by Mr. Gruenais (Seafarers' delegate, France) at the seventh plenary sitting of the Conference, as recorded in Appendix VII to the Office paper.¹

Mr. Yoshimura urged that the Governing Body should convey its keen appreciation not only to the Italian Government, as suggested in paragraph 1 of the Office paper, but to the Italian shipowners' and seafarers' organisations as well.

The Governing Body adopted the proposals in paragraphs 26, 28 and 30 of the Office paper. Mr. Morgan endorsed the proposals in paragraphs 26, 28 and 30 of the Office paper. He suggested that in communicating to the Universal Postal Union the resolutions which concerned it the Director-General, while stressing the importance attached by the Governing Body to the improvement of postal services for seafarers, should make it clear that the measures proposed were mere examples of how such an improvement might be achieved, the Universal Postal Union being after all the agency primarily responsible.

It was so agreed.

The Governing Body adopted the proposals in paragraphs 26, 28 and 30 of the Office paper.

The Director-General, in reply to Mr. Goroshkin's query, suggested that the matters raised by Mr. Gruenais would doubtless be considered at the forthcoming maritime session of the General Conference. He expressed his gratitude to members for their appreciation remarks about Mr. Tévoédjrè and Mr. Bratt.

An exemplary official, Mr. Bratt had shown great resourcefulness in advancing the ILO's maritime programme and enhancing its reputation in the maritime field. He had performed the difficult task of winning and maintaining the confidence of seafarers and shipowners alike, composing any differences through the force of his integrity and the confidence which he inspired. For this he deserved the gratitude of all.

SEVENTH ITEM ON THE AGENDA: REPORT OF THE REGIONAL MEETING IN LATIN AMERICA ON THE ROLE OF AGRICULTURAL ORGANISATIONS IN ECONOMIC AND SOCIAL DEVELOPMENT

(Santiago de Chile, 20-28 October 1969) ¹

The Governing Body noted that the report of the Meeting would be submitted to it at its 178th Session.

(The sitting closed at 6.05 p.m.)

¹ See Appendix VII.

Approved by the Governing Body at the first sitting of its 178th Session, held on 3 March 1970.

Héctor Gros EsfieII, Chairman.
The Governing Body was composed as follows:

CHAIRMAN: Mr. Gros Espiell.

Mr. Abid Ali, Mr. Ago, Mr. Allaf, Mr. Bannerman-Menson, Mr. Beermann, Mr. Benazzedine, Mr. Bergström, Mrs. Bidart de López, Mr. Bo-Boliko, Mr. Dam-Sy-Hien, Mr. Darsa, Mr. de Boch, Mr. Erdmann, Mr. Fauqi, Mr. Fogam, Mr. Franch, Mr. Fražá (replaced during part of the sitting by Mr. Velloso Cardoso de Oliveira), Mr. Georget, Mr. Ghayour, Mr. Goroshkin (replaced during part of the sitting by Mr. Aslanyan), Mr. Hassan, Mr. Henniker-Heaton, Mr. Heron, Mr. Hildebrand (replaced during part of the sitting by Mr. Lawyer), Mr. Hirose, Mr. Jaramillo, Mr. Kabore, Mr. Knolle, Mr. Koku, Mr. Lee Yen-ping, Mr. Manascu, Mr. Martinez Cobo, Mr. Mbathi, Mr. de Merlis, Mr. Méri, Mr. Morris, Mr. Nasr, Mr. Nayan, Mr. Nayak, Mr. Neilan, Mr. Parodi, Mr. Salvi, Mr. Shioji, Mr. Sunde, Mr. Tala, Mr. Tomášek, Mr. Waline, Mr. Yllanes Ramos.

THIRTEENTH ITEM ON THE AGENDA: REPORT OF THE COMMITTEE ON STANDING ORDERS AND THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS * 1

APPLICATION OF CONVENTIONS AND RECOMMENDATIONS


Mr. Yllanes Ramos, referring to footnote 1 to the form of report, did not agree that governments which had ratified Convention No. 111 and submitted reports on it under article 22 of the Constitution need not include information relating to the Convention in their article 19 reports on the Recommendation. There might have been new developments in a country since the submission of a government's last report under article 22, and the article 19 reports should therefore in all cases cover both instruments.

Mr. Waline felt that the forms drawn up as a basis for the preparation of reports on unratified Conventions did not reflect the original intent of the 1946 constitutional amendment providing for the submission of such reports, namely to ascertain—bearing in mind the possibility of subsequent revision—which provisions of particular Conventions had prevented certain governments from ratifying them. The questions in the proposed form of report ranged over many aspects of national legislation and practice and would mean a great deal of work for the government departments preparing the replies; yet, it was by no means certain that they would yield information on the obstacles to ratification. It would have been better merely to ask governments to state precisely what those obstacles were.

The Governing Body adopted the recommendation in paragraph 6 of the report.

Form of Report (Article 22 of the Constitution) on the Maximum Weight Convention, 1967 (No. 127)

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

STANDING ORDERS

Freedom of Speech of Non-Governmental Delegates to ILO Meetings

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

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

I. Activities of the Economic and Social Council

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

II. Thirty-fifth Report of the Administrative Committee on Co-ordination

The Governing Body adopted the recommendation in paragraph 18 of the report.

III. ILO/FAO/ICA/IFAP Joint Action in the Field of Co-operatives

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

IV. Report of the Sixth Session of the Joint ILO/WHO Committee on Occupational Health (Geneva, 4-10 June 1968)

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

V. United Nations Seminar on Special Problems relating to Human Rights in Developing Countries (Nicosia, Cyprus, 26 June-9 July 1969)

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

VI. International Education Year

Mr. Martinez Cobo specified that he had not, as indicated in paragraph 36 of the report, suggested in the Committee that " the ILO should study the right to education " . What he had said, in commenting on the view of the Economic and Social Council that the International Education Year was above all an occasion for reflection and action by governments, was that the ILO should co-operate as closely as possible with UNESCO in the observance of the Year and that such co-operation might include the issue by the ILO of publications describing what it had done and what workers' and employers' organisations had done to help governments to extend and improve education.

The Governing Body adopted the recommendation in paragraph 37 of the report.

1 See Appendix XIII.

1 See Appendix XIV.
VII. International Conference of Ministers Responsible for Social Welfare

The Governing Body adopted the recommendation in paragraph 43 of the report.

VIII. ILO/UNICEF Guidelines for International Action in the Field of Pre-vocational Training

IX. Implementation of the Declaration on the Granting of Independence to Colonial Countries and Peoples by the Specialised Agencies and the International Institutions Associated with the United Nations

X. ILO Participation in the Commemoration of the Twenty-fifth Anniversary of the United Nations

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

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

Mr. Knolle, as Chairman of the Committee, reviewed the report and drew particular attention to the recommendation in paragraph 136 that the Governing Body should consider convening the Eighth Session of the Building, Civil Engineering and Public Works Committee, which had originally been scheduled for 1968 but had had to be postponed. That recommendation sprang from a proposal made by the Worker members of the Committee, which had been supported by the Employer members and by all Government members except those of the United Kingdom and the United States, who had made reservations.

The Director-General recognised that there was a widespread feeling that the Building Committee should meet in 1970. However, the 1970 programme of meetings—which included, in addition to the normal number of Industrial Committee sessions and other meetings, a regional conference, a meeting of a regional advisory committee and a maritime session of the International Labour Conference—already represented a very heavy workload, and the holding of a further meeting might strain the secretariat services too far.

It would be best to postpone a decision until the next session of the Governing Body so that the matter could be studied further. If it appeared impossible to hold the Eighth Session of the Committee in 1970, every effort would be made to ensure that it met very soon thereafter. It therefore seemed desirable also to postpone to the next session the final choice of meetings to be included in the 1971 programme.

If it was proposed to hold the Eighth Session of the Building, Civil Engineering and Public Works Committee in 1970 or 1971 as an additional meeting, the question of the necessary financial provision—estimated at $118,400—would have to be referred to the Financial and Administrative Committee.

I. Meetings of Industrial and Analogous Committees in 1971

II. Second Tripartite Technical Meeting for Mines Other than Coal Mines: Effect to Be Given to the Conclusions of the Meeting

The Governing Body adopted the recommendations in paragraphs 58, 62, 64, 71, 74 and 77 of the report.

III. Seventh Session of the Chemical Industries Committee: Effect to Be Given to the Conclusions of the Committee

The Governing Body adopted the recommendations in paragraphs 82, 84, 90 and 93 of the report.

IV. Eighth Session of the Iron and Steel Committee: Effect to Be Given to the Conclusions of the Committee

The Governing Body adopted the recommendation in paragraph 100 of the report.

V. Coal Mines Committee: Invitation of Non-Governmental Organisations to Attend the Ninth Session

The Governing Body adopted the recommendation in paragraph 102 of the report.

VI. Review of the Membership of Industrial and Analogous Committees

The Governing Body adopted the recommendations in paragraphs 112, 123, 127 and 129 of the report.

Meeting of the Building, Civil Engineering and Public Works Committee with Its Present Membership

The Governing Body postponed the question of the holding of the Eighth Session of the Building, Civil Engineering and Public Works Committee to its next session.

Mr. Aslanyan remarked that the Governing Body's decision to carry out a general review of the membership of the Industrial and analogous Committees made it particularly necessary to bear in mind, when fixing a date for the Eighth Session of the Building, Civil Engineering and Public Works Committee, that the latter had never met with its present membership.

VII. Periodic Reports on the Effect Given by the Office to Requests of Industrial Committees

VIII. Title of the Committee

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

IX. Other Questions

Resolution of the International Federation of Christian Trade Unions of Salaried Employees, Technicians, Managerial Staff and Commercial Travellers, concerning the Future Action of the International Labour Organisation on Behalf of Non-Manual Workers

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

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

Mr. Yllanes Ramos, introducing the report as Employer Vice-Chairman of the Committee, explained that it had been signed by the two Vice-Chairmen...
because the Chairman, Mr. Oviedo, had had to leave Geneva urgently. A special tribute was due to Mr. Oviedo for the devoted manner in which he had performed his task as Chairman.

The recommendation in paragraph 11 of the report concerned the holding in Latin America of a second seminar on equality of opportunity in employment, which it was to be hoped would constitute a useful follow-up to the first seminar due to be held in Asia in December 1969.

In accordance with the recommendation in paragraph 19, the Committee looked forward to receiving concrete proposals which would provide a sound basis for intensified ILO action on discrimination.

The Governing Body adopted the recommendations in paragraphs 11 and 19 of the report.

EIGHTHENTH ITEM ON THE AGENDA: REPORT OF THE FIFTIETH ANNIVERSARY COMMITTEE

Mr. Ylánnes Ramos expressed satisfaction at the unqualified success of the anniversary celebrations, as a result of which the general public in many countries where the ILO had previously been known only to a small minority had learned for the first time of its existence and objectives. The ILO should continue to make its presence felt throughout the world by means of an active public information policy; if it failed to do so the efforts made during the anniversary year would have been in vain.

The Governing Body would doubtless wish to pay a well-deserved tribute to the ILO officials responsible for the success achieved, namely Mr. Kaplansky, for his highly efficient performance as Fiftieth Anniversary Co-ordinator, and all those members of the Office staff who had planned and carried out a magnificent world-wide information campaign.

Mr. Hirose, referring to paragraph 3 of the report, said that the participants in the ceremony held at ILO headquarters on 29 October had included a tripartite study team sent by the ILO Association of Japan. On behalf of the Government, employers and workers of his country he expressed deep appreciation to the Office for having arranged the ceremony. Personal contacts of this kind strengthened the bonds of co-operation between the Japanese people and the ILO.

Mr. Lee informed members that in a message to the rally held on 29 October in the Republic of China to celebrate the anniversary—which had been attended by the Vice-President, the Prime Minister and several other ministers, and employers' and workers' representatives—President Chiang Kai-shek had urged the nation's labour force to co-operate with the Government and management in promoting workers' welfare, and to help in checking world-wide unrest and achieving lasting peace. The President had pointed out that the principles of the ILO were those embodied in ancient Chinese ideals and preached by the late Dr. Sun Yat-sen, founder of the Chinese Republic. The Vice-President had congratulated the ILO on the award of the Nobel Peace Prize and commented it for its world-wide contribution to the raising of workers' welfare standards and the preservation of their dignity; he had urged participants in the rally to support the Organisation's efforts and had pledged his Government's increased co-operation in

upholding the spirit of the Declaration of Philadelphia.

There had been two exhibitions in Taipei to celebrate the anniversary: an industrial safety and health exhibition organised jointly by government agencies and employers' and workers' organisations, for which there had been a special publication featuring an article by the Director-General; and an exhibition organised by the local ILO Correspondent.

He joined in the praise of the Fiftieth Anniversary Co-ordinator and looked forward to the early publication of the record of anniversary activities.

Mr. Móri agreed that the anniversary celebrations, which had demanded an exceptional effort from governments and employers' and workers' organisations, had made the ILO better known throughout the world. Though the Organisation could be justifiably proud of its achievements to date, much remained to be done and it must strive in future to advance more rapidly along the path of social justice.

He associated the Workers' group in the expressions of thanks to Mr. Kaplansky, who had travelled far and wide to ensure that the anniversary was celebrated in a manner worthy of the ILO.

Mr. Koku also paid tribute to the Fiftieth Anniversary Co-ordinator and reported that on 29 October, designated as ILO Day in his country, the Acting Commissioner and Minister of Labour had reviewed ILO activities in Nigeria at a press conference, which had been followed by a film.

There had been a special meeting in the Senate Chamber on the following day. A symposium on human rights had afforded an opportunity for comparing Nigerian law and practice with the standards laid down in the ILO's human rights Conventions. It was proposed to publish articles on various aspects of ILO activities, including the work of the Turin Centre, to issue commemorative stamps and to hold press conferences throughout the country.

Mr. Lawyer drew attention to a publication on the participation of the United States in the work of the ILO recently issued by the United States Department of Labor in consultation with employers and workers. The first copy had been presented to the Director-General at a special ceremony and the publication had since been widely circulated in the United States.

Mr. Lahdiri cited the following among the events that had marked the ILO Week organised in Algeria from 23 to 29 October by the national committee set up for that purpose: lectures on the ILO at the universities in all the large towns and at all trade union headquarters and training centres; and a large-scale exhibition illustrating the work of the Organisation since its establishment. The events had been widely covered by the press, television and radio. A full report on anniversary activities in Algeria would be sent to the ILO.

Mr. Martínez Cobo said that the Government of Ecuador had celebrated the anniversary by ratifying eleven of the most important ILO Conventions; the ratification of several others was under consideration.

Mr. Bergénström, noting from paragraph 17 of the report that a final report on anniversary activities would be prepared for the next session, saw no need to comment at this stage on the celebrations in the various countries.
The Employers subscribed wholeheartedly to the praise of Mr. Kaplansky, who had performed a difficult task most efficiently.

Mrs. Bidart de López explained that, while the mass information media and the occupational organisations in Uruguay had marked the anniversary in various ways throughout the year, the main celebrations organised by a special inter-ministerial committee had been concentrated in ILO Week, which had begun on 3 November and the events of which—widely reported in the national press—had included: a special ceremony held at the National Library under the chairmanship of the Minister of Labour and attended by the UNDP Resident Representative and high-level representatives of the various bodies directly concerned with ILO affairs; an illustrated lecture on industrial safety and the ILO by a Ministry of Labour adviser; a lecture on vocational training by the Director of the Inter-American Vocational Training Research and Documentation Centre; and a lecture on manpower and employment problems by the Director of the Manpower and Employment Branch of the Ministry of Labour. Among other anniversary activities, the following deserved mention: a bibliographical exhibition open throughout November; action by national and provincial libraries to spread information on the ILO; and the issue of air mail postage stamps. A complete report would be submitted at the next session.

Warm thanks were due to the Fiftieth Anniversary Co-ordinator and to all persons within and outside the ILO who had contributed, directly or indirectly, to the resounding success of the celebrations.

Mr. Velloso Cardoso de Oliveira pointed out that the Office had already received a report on the celebrations organised in Brazil during the early part of the year by a co-ordination committee comprising representatives of various ministries and of the national employers' and workers' confederations, as well as the Director of the ILO Branch Office in Rio de Janeiro. Events since then had included the issue of a commemorative stamp and the award of a commemorative medal to the National Confederation of Industry with government approval—to persons active in the social field, notably those who had been associated with the work of the ILO.

Materials supplied by the ILO had been used for exhibitions held at the Ministry of Labour and at other places in Rio de Janeiro. All university professors had been asked to commemorate the anniversary; he himself, as Professor of Labour Law at the Catholic University, had given two lectures on the ILO's work in Brazil and throughout the world. Trade unions had held special ceremonies, and the celebrations had concluded on 26 November with a meeting at the Ministry of Labour under the chairmanship of the Minister, in which representatives of employers' and workers' organisations had participated.

The world-wide success of the celebrations was certainly due mainly to the energy and organising ability of Mr. Kaplansky, whom he warmly commended.

Mr. Parodi, concurring in the last remark, reported that in France an exhibition of paintings on the theme of art and labour was being held at the Galiera Museum, which was also featuring a display of documents illustrating the history of labour legislation in France and also that of the ILO. On 14 November the President of the Republic had spoken at a special anniversary ceremony held at the headquarters of the French Radio and Television Office (ORTF), which had been attended by the Prime Minister, the President of the National Assembly, the Ministers of Labour, Foreign Affairs and Industry, the President of the National Economic and Social Council, and representatives of national employers' and workers' organisations. On the same day a talk on the objectives and work of the ILO had been given in the schools.

Mr. Farnaman Faramian, associating himself in the commendation of Mr. Kaplansky and the Office, reported that the Government of Iran had marked the anniversary by organising, for the first time, a tripartite session of the national labour conference. Similar sessions would be held each year. The importance attached to the ILO in Iran had been illustrated by the presence of the Prime Minister and members of the Government at some of the anniversary celebrations, a full report on which would be sent to the Office.

Mr. Franck stated that his Government, which attached great importance to the work of the ILO, had taken steps in co-operation with the national trade unions to celebrate the anniversary throughout the Central African Republic on 29 October 1969, which had been declared a public holiday. The country's support for ILO principles, which formed the basis of its national social policy, had been reaffirmed, and a campaign had been launched to make the ILO better known to the general public through the press and radio and the issue of a commemorative stamp. The Minister of Labour had made a statement highlighting the standard-setting work of the Organisation and indicating how its co-operation was helping the country to achieve the priority objectives laid down in the national development plan.

Mr. Aponte mentioned the following events that had taken place in Venezuela during the anniversary week: the issue of commemorative stamps; the President's special address to the nation on the significance of the ILO's work; a national workers' congress organised by the Ministry of Labour, at which workers' literary and artistic works had been exhibited; and government-organised lectures on the ILO in various labour law institutions. The Venezuelan Government hoped to take advantage of the holding of the Ninth Conference of American States Members of the ILO in Caracas in April 1970 to present a full written record of those events to the officers of the Organisation.

Mr. Kimbala gave a brief account of the anniversary celebrations in the Congo (Brazzaville), where a half-day's holiday had been declared on 29 October. The media used for publicising the work of the ILO included newspaper articles, reports on the Organisation's activities in Africa, lectures at Brazzaville University and the issue of commemorative stamps.

Mr. Yávar drew particular attention to the emphasis placed on tripartism throughout the anniversary celebrations in Chile. The committee set up to advise on arrangements for the celebrations had been tripartite, employers' and workers' organisations had made their individual contributions to anniversary activities—for example the Manufacturing Development Association ('Sociedad de Fomento Fabril'), an employers' organisation, had organised an anniversary ceremony in which government and workers' repre-
sentatives had participated and the Copperworkers’ Confederation had devoted an issue of its journal to the anniversary—and all commemoration ceremonies had been attended by representatives of all three sectors.

The leaders of the national employers’ and workers’ organisations had spoken at the special ceremony organised by the Government at the University of Chile on 29 October under the chairmanship of the Minister of Labour. Other activities had included photographic exhibitions and the issue of commemorative stamps, and all concerned were indebted to Mr. Kaplansky for his helpful suggestions and for the documentation which he had provided.

The speaker himself had had the honour of giving an address over the national radio network on the award of the Nobel Prize to the ILO.

The Governing Body took note of the report.

(The sitting closed at 12.25 p.m.)

Approved by the Governing Body at the first sitting of its 178th Session, held on 3 March 1970.

Héctor Gros Espiell, Chairman.
The Governing Body was composed as follows:

**CHAIRMAN:** Mr. Gros Espiell.

Mr. Abid Ali, Mr. Ago, Mr. Allaj, Mr. Bannerman-Manson, Mr. Beermann, Mr. Benazzedine, Mr. Bengtsson, Mr. Bergström, Mrs. Bidart de López, Mr. Dam-Sy-Hien, Mr. Darsa, Mr. de Boch, Mr. Fawzi, Mr. Fegam, Mr. Franck, Mr. Frazzo, Mr. Georget, Mr. Ghayour, Mr. Goroshkin, Mr. Hassan, Mr. Henriker-Heaton, Mr. Heron, Mr. Hildebrand, Mr. Hirose, Mr. Jaramillo, Mr. Kabore, Mr. Knolé, Mr. Koku, Mr. Lee Yen-ting, Mr. Louet, Mr. Maintwaring, Mr. Manescu, Mr. Martínez Cobo, Mr. Mbaathi, Mr. Möri, Mr. Morris, Mr. Nazr, Mr. Nayah, Mr. Neilan, Mr. Parodi, Mr. Saloi, Mr. Schloffeldt, Mr. Shioji, Mr. Sunde, Mr. Tala, Mr. Tomášek (replaced during part of the sitting by Mr. Drabes), Mr. Waline, Mr. Yllanes Ramos.

**DECLARATION OF LOYALTY BY MR. X. CABALLERO TAMAYO**

The **Chairman**, referring to paragraph 38 of the Report of the Director-General, invited the new Assistant Director-General, Mr. X. Caballero Tamayo, to make the customary declaration of loyalty.

**Mr. Martínez Cobo**, for the Latin American Government members, expressed deep satisfaction at Mr. Caballero's promotion. He thanked the Director-General for having filled the gap in the Directorate caused by the departure of another eminent Latin American, Mrs. Ana Figueroa.

Mr. Caballero, whose twenty-one years of distinguished ILO service had been devoted almost solely to the developing countries, had acquired an exceptional knowledge of the Middle East during the ten years he had spent there and had carried out a most difficult assignment for the United Nations in the pacification of the Congo. His presence in the Directorate was a token of closer co-operation between the ILO and Latin America.

**Mr. Végh Garzón**, for the Latin American Employer members, heartily concurred. In his long and efficient ILO career Mr. Caballero had greatly helped to advance the Organisation's work. Most recently, he had played an outstanding part in the organisation and conduct of the Inter-American Advisory Committee session held in San Salvador.

Mr. Caballero's conscientious performance as Deputy Director of the Istanbul Field Office and as Regional Co-ordinator for the Near and Middle East had won him the respect of the region's employers.

**Mr. Mercy**, supporting Mr. Mercado's statement, associated the Workers' group in the tribute to Mrs. Figueroa.

Mr. Caballero thanked the various speakers for their kind references to him and made the declaration of loyalty provided for in article 1.4(b) of the ILO Staff Regulations.

**TWENTY-FIRST ITEM ON THE AGENDA:**

**INTERNATIONAL CENTRE FOR ADVANCED TECHNICAL AND VOCATIONAL TRAINING**

The **Chairman** invited the Governing Body to consider the Board's report together with the third report of the Financial and Administrative Committee, which related to financial questions concerning the Centre.

**Introduction**

Nomination of Vice-Chairmen of the Board.

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


Mr. Goroshkin drew attention to the USSR Government's position concerning the financing of the Centre, as set out in paragraphs 3 and 16 of the Financial and Administrative Committee's report, which should cause no surprise: since the Centre had first been discussed at the 151st Session of the Governing Body his Government had repeatedly drawn attention to the serious problems which it would raise. The fears expressed by the Soviet and many other Government representatives had proved well founded. When the Financial
and Administrative Committee resumed its conside-
ration of this question it should be fully documented
on matters relevant to the future of the Centre and
ways of financing it outside of the ILO regular budget.

Mr. Faupli, for the Worker members, pointed out
that the issues before the Governing Body related
both to the future financing of the Centre and to its
programme. The Workers' position and the recom-
mandation made by the Worker members of the
Board on financing, as recorded in paragraph 59 of
the Board's report, should be seen against the back-
ground of what had happened since the Italian Govern-
ment had made its generous original offer.

At an early stage the Workers had expressed the
fear that too much attention might be paid to top-
level management training and not enough to that
of skilled workers. However, since the promotion of
advanced vocational training was a trade union
objective, they had supported the setting up of the
Centre in principle. The Governing Body had later
been informed that a survey covering various deve-
loping countries had revealed needs for advanced
vocational training far in excess of what national or
regional facilities could provide.

The question of financing had then been considered,
and it had been indicated that the Centre would
not become a charge on the ILO regular budget and
would not affect other ILO activities of interest to
the three groups. It was on that basis that the Workers
had unanimously supported the Centre's establish-
ment.

However, initial financial expectations had not
been fulfilled, and the Centre had had to exist for
several years largely on hope and charity. The
Governing Body must now define its position and its
responsibility with regard to the future of the Centre
and express an opinion on its value within the general
context of ILO activities.

The Workers' group considered that the Centre
played a useful part within the ILO and that there
was no satisfactory substitute for it. It had therefore
unanimously endorsed the recommendation of the
Worker members of the Board. However, it had not
yet formed an opinion either on the amount of the
ILO subsidy or on the Director-General's proposals
to the Financial and Administrative Committee con-
cerning the manner of giving effect to the Workers'
recommendation. Conclusions could be reached only
after a full exchange of views with the other two
groups. In any event, all member States should
assume a fair share of the responsibility for the
Centre's financing and other United Nations agencies
should make firmer commitments to support it. If
governments were unwilling to provide adequate
funds, the Centre should be closed.

As regards its 1970-71 programme, the Workers
were keenly disappointed to note the growing empha-
sis on management training, at the expense of
operative skills. The proportion earmarked for man-
agement training—about 50 per cent—was far too
high in relation to actual needs: ILO experts had
estimated that it was necessary to train some 816
skilled workers, 684 instructors, foremen and tech-
nicians, and 500 senior managers annually; and
recent reports from the field indicated that bottle
necks due to a dearth of instructors and skilled
workers, not senior management. The Workers hoped
that the Governing Body would take steps to redress
the balance.

Mr. Knolle agreed that the Centre was doing good
work and paid tribute to the Director. However,
the shortfall in its resources would have to be made
good if it was to continue to operate on the scale
required to meet existing needs. The present situ-
ation, which obliged the Director to go from country
to country seeking funds to maintain the Centre on a
hand-to-mouth basis, was both undignified and pre-
judicial to its efficiency, and unless the Centre could
be placed on a sound financial footing it would have
to be closed.

The suggestion contained in the evaluation report
that governments should make firm financial pledges
covering a four-year period would be extremely diffi-
cult to implement and should be discarded; in his
own country it would raise statutory and budgetary
problems.

The idea that international organisations had an
interest in the Centre's operations might be the
starting point in the search for a positive solution;
and while the most obvious answer would be an ILO
contribution, that need not exclude support from
other organisations as well.

However, the main problem was to persuade
governments—and especially their finance minis-
tries—of the Centre's need for assistance. That would
take time, and requests for funds would have to be
backed by convincing arguments. The Governing
Body could rest assured that, in the light of its dis-
cussions, his own Government would give the closest
consideration to every possible means of helping the
Centre to overcome its present difficulties.

Mr. Farman Farmaian agreed that the Centre met
a need and provided valuable assistance to the
developing countries. It was highly significant that
in its fiftieth year of existence the Organisation had
not hesitated to take a fresh look at a vast financial
problem that could hardly have been foreseen when
the Centre was established, in order to make suitable
provision for its future. The Workers' recommenda-
tion was constructive, and he favoured the suggestion
that the Centre should be financed partly by a sub-
sidy from the ILO regular budget.

Iran, which was industrialising rapidly, was now
at a stage where it could contemplate embarking on
large-scale projects calling for a high degree of tech-
nical and managerial competence. In that process
the ILO—and the Turin Centre in particular—could
help by providing fellowships for the training of
national personnel.

In general, however, the Centre should adhere
firmly to the principle that the training of skilled
workers was the essential basis for industrial develop-
ment. While it was true that, as indicated in para-
graph 27 of Appendix 1 to the evaluation report,
some developing countries had established national
institutions providing training in operative skills,
there were only a few such institutions and they were
no substitute for the Turin Centre.

Subject to that reservation, the proposed 1970-71
programme seemed dynamic and well adapted to
current world trends. Short seminars were a most
attractive formula, though it would be interesting to
see how they worked out in practice; his Government
would consider the question further.

Mr. Henniker-Heaton gathered that some of the
governments on which the Centre's future depended
most heavily favoured neither the proposed four-
year financial pledges nor a substantial subsidy from
the regular budget and might wish to make other
constructive proposals. The Employers' group would
be glad to hear any such proposals.
Mr. Hildebrand, drawing attention to paragraphs 8 and 9 of the Financial and Administrative Committee's third report, reaffirmed his Government's policy of channelling multilateral technical assistance, including training assistance, through the United Nations Development Programme. He saw no need at present to finance the Centre through the ILO regular budget, though his Government was prepared to study the matter sympathetically. Such independent financing might indeed be detrimental to the Centre's operations since it would divorce them from the mainstream of United Nations development activities.

If the Centre indeed served a useful purpose its work could be viewed as a unique and essential contribution to the training activities of the UNDP, and the latter should therefore be expected to bear the main share of the responsibility for its upkeep. The Director-General should discuss the problem of permanent financing with the officers of the UNDP, and pending the outcome of those discussions the Governing Body should take no decision on the proposed ILO subsidy.

Mr. Parodi hoped that the USSR Government would find it possible to review its position as outlined by Mr. Goroshkin.

When the Italian authorities had generously offered the Turin premises to the ILO certain governments had expressed doubts, and in my absence an opportunity for an experiment in training at the international level should not be forgone and had decided to support the Centre, though well aware of the risks. The Italian Government had been the first to do so and the French Government had followed. The scepticism subsequently expressed by various countries had led to the excellent idea of making a survey of the Centre, which had fortunately been entrusted to Sir Eric Wyndham White, than whom no one could have been more qualified.

The very positive evaluation report now before the Governing Body contained precise conclusions on the two aspects of the Centre's activities, namely technical training—i.e., the training of trainers—and management training. In regard to the former, while recognising the high cost of the Centre's programmes, it expressed the view that they were justified because they catered for trainees whose needs could not otherwise be met. The conclusion on management training was even more categorical, namely that the Centre was the only institution providing management training specially suited to the requirements of developing countries.

Training was, of course, vital to those countries, and their main need was for the training of national management personnel, which—whether the economy was based on private enterprise or on socialism—was a prerequisite of true economic independence. In this respect, there was no substitute for the Turin Centre, since advanced countries, preoccupied with their own pressing needs, were unlikely to tailor their management training programmes to the requirements of the developing countries.

The Governing Body must now take a clear stand. If it felt that the Centre had not proved worth while and should close down it should say so unequivocally. If, on the contrary, it considered that the Centre served a useful purpose—a view substantiated by the evaluation report and also by the fact that new government contributions had recently been forthcoming—it must give it financial security.

The simplest method would be to finance the Centre from the regular budget, and he accordingly supported the Workers' proposal. However, some other equally satisfactory solutions might be found during the interval before the next session and the matter could be further considered at that time.

Mr. Mbathî pointed out that the need of the developing countries for advanced technical and vocational training was today even greater than at the time of the Centre's establishment, and that as those countries approached their economic "take-off" their main need was for trained instructors and managers. The ILO had helped by setting up management training and advisory centres in some developing countries, but those centres could not operate satisfactorily without qualified staff—the very staff which the Turin Centre was so admirably equipped to train. The director of his own country's management training and advisory centre had derived the greatest benefit from a course he had followed at Turin.

If, as seemed to be generally agreed, the Centre was in fact performing a useful function, it must be given the sound financial basis essential for the long-term planning of its work; that would, in turn, enable the countries using its services to do their own advance planning. The high cost of the Centre's programmes—which, as the evaluation report pointed out, was fully justified—could not be covered indefinitely by the generous contributions of a few governments. If the Canadian Government would have opposed the Workers' proposal. However, some other equally satisfactory solutions might be found during the interval before the next session and the matter could be further considered at that time.

The most positive alternative proposal, namely that funds might be provided through the UNDP, was consistent with the principle that the developing
countries should determine their own priorities in regard to technical co-operation—a principle which the Canadian Government upheld and in support of which it had increased the amount of its annual pledge to the UNDP from $12.5 million to $15 million. However, the UNDP should not earmark a fixed amount for the Turin Centre, since that would run counter to the principle he had just mentioned. The proper course was for the ILO and the Centre to give priority to the latter’s programmes and leave it to the developing countries to request UNDP fellowships for training at the Centre if they so desired. Fellowships should cover not merely direct costs, as at present, but all the costs incurred through training at the Centre, less the amount of any contributions made by other donors. If there were insufficient requests for fellowships, that would indicate that the countries concerned preferred to use the funds available to them under the UNDP to meet more urgent needs.

He hoped that, as suggested by Mr. Hildebrand, the Director-General would undertake consultations based on that approach to the problem. The Canadian Government would also give further consideration to the whole matter before the next session, taking careful note of the comments made in the debate.

Mr. Heron felt that the evaluation report highlighted two main facts: the Centre was making a valuable and original contribution to training at many levels; and its basic problem was to achieve long-term financial stability. The suggestion that governments should pledge voluntary contributions covering a four-year period would be extremely difficult to apply. National finance ministries were likely to treat it with the greatest reserve; and even if they could be won over, each government would be reluctant to make a firm commitment before knowing how much other governments were prepared to contribute.

The Workers’ proposal that the Centre should be financed by a subsidy from the regular budget would be carefully considered by his Government before the Governing Body next discussed the matter. However, it raised certain problems: the recent United Kingdom contribution to the Centre had been paid in sterling because of balance-of-payments difficulties, whereas any payment into the regular budget would have to be made in dollars; moreover, the contribution had been made in the light of the original understanding that the Centre would not become a charge on the regular budget.

It was clear that any satisfactory solution must entail an increased commitment on the part of the UNDP, as the United Nations agency primarily responsible for development aid, and the possibilities in that regard should be fully explored before the matter was further considered by the Governing Body.

Mr. Dražić indicated that his Government supported certain aspects of the Centre’s activities, especially those relating to technical training, and would continue to do so. At the same time, it maintained that the operational activities of United Nations agencies should not be financed from their regular budgets, and he could therefore not subscribe to the proposal that the Centre should receive a subsidy from the ILO budget. The adoption of that proposal would create an unfortunate precedent for all organisations in the United Nations system. Inquiries should be made regarding other possible sources of funds, such as the UNDP and UNIDO.

Mr. Koku viewed the Centre as a unique ILO contribution to the promotion of industrial development in the developing countries. The case for ensuring its permanent financing so that it could continue to operate had been summed up as follows on page 3 of the evaluation report: “The technical programmes of the Turin Centre constitute a net addition to ILO training activities at the national level, meet needs which exist and will continue to exist in the relevant future, and justify the operating costs. There are no such facilities at the regional level, and to create them would involve duplication of buildings, equipment, teaching staff and administrative infrastructure.”

There seemed no reason to expect that the UNDP would provide the necessary funds; the statement of the United Nations representative recorded in paragraph 18 of the Board’s report could hardly be construed as a firm assurance of financial support from the UNDP. In the circumstances the ILO, which had been instrumental in launching the Centre, had a moral obligation to safeguard its existence. The representatives of the industrialised countries should therefore appeal to their governments to review their attitude and agree to the grant of a subsidy from the regular budget.

Mr. Franch commended the excellent evaluation report, which bore out the opinion of the developing countries that the Centre was one of the best means of helping to meet their need for management personnel and instructors. It was encouraging to note from paragraph 2 of the third report of the Financial and Administrative Committee that “The Board of the Centre had agreed with the conclusion reached by Sir Eric Wyndham White that the Centre was making a valuable and unique contribution towards meeting the needs of the developing world in the field of advanced technical, vocational and management training, and that it was essential to find the financial guarantees necessary to ensure the future of the Centre on a permanent basis”. If, as had been suggested, an inquiry was carried out to determine the developing countries’ own assessment of their needs, it would certainly confirm the high priority which they attached to training.

The Centre could render increasingly valuable service, and the ILO should therefore give it the financial stability it needed, even if that entailed some sacrifice on the part of member States. The best course would be to finance it partly from the regular budget.

Mr. Jaramillo concurred. As experience had shown, long-term planning was incompatible with voluntary contributions.

Mr. Mpévisi agreed that the Centre was making a unique contribution to the development of human resources, the importance of which had been further illustrated by the failure of certain technical co-operation projects owing to lack of trained counterpart personnel. The fact that most developing countries, including his own, had sacrificed some of their meagre resources to make voluntary contributions to the Centre was in itself evidence of the priority they attached to its work, whose value had been attested by many former trainees.

As Mr. Koku had pointed out, there seemed little likelihood of securing funds from the UNDP, and responsibility for the permanent financing of the Centre therefore rested with the ILO. In consequence, and despite the original understanding that it would be financed on a voluntary basis, member States
should reconsider the position and support the proposal to subsidise the Centre from the regular budget.

Mr. Kimbala considered the maintenance of the Centre essential for the implementation of the World Employment Programme and for the achievement of the ILO’s basic objective: peace through social justice. In particular, the Centre offered one of the best means of helping the developing countries to acquire fairly rapidly the trained national personnel needed to ensure their economic independence, which was a prerequisite for political independence. The symposium recently organised by the Common Afro-Malagasy Organisation in Abidjan to discuss measures for the replacement of expatriate personnel by trained African staff indicated the importance which the developing countries attached to the matter. This was no time to deprive them of the facilities of the Centre, which was specifically adapted to their requirements since it provided not academic training but practical in-plant training of immediate benefit to the undertakings which employed the trainees on their return to their home countries. The ILO should therefore assume full responsibility for the Centre, which should operate as an integral part of the Organisation.

Mr. Beermann noted that there was general recognition of the Centre’s value to the developing countries and stressed the multiplier effect of the training which it provided. As one who had long been a manual worker, he well knew what competent leadership at the shop-floor level meant to the individual operative; the need in that area was especially acute in developing countries. Moreover, since the Centre was administered on a tripartite basis the training had an important social content: it imparted not only industrial skills but also a constructive attitude towards tripartite co-operation.

The proposal for a subsidy from the regular budget had been objected to on the ground that it would cost too much; but what was the ILO budget for, if not those needs could be met unless it was assured of the latter’s three main needs: continuity, long-term planning and rationalisation of its work. None of these needs could be met unless it was assured of the necessary funds.

If it was felt that another organisation could provide a sound financial basis for the Centre’s work, that possibility might be explored. If not, the ILO should provide the necessary funds.

Mr. Lahdiri observed that the discussion had underlined both the services rendered by the Centre and the latter’s three main needs: continuity, long-term planning and rationalisation of its work. None of those needs could be met unless it was assured of the necessary funds.

If it was felt that another organisation could provide a sound financial basis for the Centre’s work, that possibility might be explored. If not, the ILO should provide the necessary funds.

Mr. Henniker-Heaton was grateful to Mr. Parodi for his constructive contribution to the discussion, which had helped the Employers to define their own attitude. Sir Eric Wyndham White’s evaluation report had fulfilled the expectations of those who were familiar with the quality of his work and had confirmed the impression of Governing Body visitors to the Centre that the latter was performing a useful and highly necessary function.

The value of the management training provided at the Centre, which was especially suited to the needs of developing countries and could not be obtained elsewhere, had been confirmed both at meetings of the Employers’ group and at the recent Board session by representatives of developing countries in various regions. Moreover, inquiries concerning former management trainees showed that most of them had returned to their former organisations or firms and were making good use of their newly acquired knowledge. The Employers therefore accepted the report’s conclusions concerning management training which, subject to certain further changes in the programme, should continue to receive support. That did not mean that they lacked sympathy for the Workers’ views, but it was a fact that large-scale training of skilled workers was impracticable because of its high cost and that training of teachers, technicians and managers had a greater impact in the developing countries, where ultimately its results would also bring the greatest benefits to the workers.

The Centre should be enabled to continue its work, under the close supervision of the Board and the Governing Body, for a definite period—say four to five years—during which it could really prove its worth. As regards financing, certain suggestions made in the evaluation report had rightly been rejected. Under the proposals now put forward by the Director-General the necessary funds would come from the ILO regular budget, the Italian Government, and fellowships provided by the UNDP and other sources. The ILO would therefore not bear all of the financial responsibility, but the basic ILO contribution would ensure that advanced and developing countries alike accepted a fair share of its cost. The majority of the Employer members felt that, subject to minor amendments, the Director-General’s proposals offered the best solution.

It was fortunate that the final decision on financing would not be taken until the next session since further reflection might lead to unanimous agreement. The USSR and Czechoslovakia might find it possible to reconsider their attitude; and the United States and Canadian Government representatives, while advocating greater reliance on UNDP funds, did not appear to have excluded altogether the possibility of assistance from the regular budget. Moreover, as Mr. Parodi had said, other useful suggestions might be made. It was to be hoped that a generally acceptable solution would be found so that the Centre would not be forced to close before it had been given a fair chance.

Mr. Ago considered it clear that the Centre met a specific need and did not duplicate the work of any other body. That had been confirmed by the evaluation report and by the statements just made by representatives of various developing countries.

Mr. Faupl’s concern about the emphasis on management training was legitimate. However, the present imbalance was due to the Centre’s lack of financial stability. Once the Centre had been placed on a sound financial footing it would be possible to establish a proper balance between the different types of training.

The experimental period was over and the Governing Body must decide on the next step. Since the Centre was acknowledged to be doing an excellent job, the possibility of its closure had obviously been mentioned solely to underscore the need for avoiding such a step at all costs. The problem, therefore, was how to find the $5 million needed each year to maintain the Centre’s operations at a satisfactory level. Various suggestions had been made; one in particular contained in the evaluation report itself, had some merit but also raised insuperable difficulties.

The majority of the members of the Board had finally
accepted the idea that the Centre should be financed partly from the ILO budget, and during the present debate it had also been suggested that the UNDP should increase its financial support.

It was obviously not possible to settle the matter before the next session since many governments needed more time for reflection. However, a decision could not be delayed any further; the Centre must know where it stood, so that the Director and his associates might devote their time to its actual operations, not financial acrobatics. It was not enough to agree in principle that the Centre deserved financial support: a firm decision was needed on the method of providing it.

The Centre had originally had an annual budget of $2.5 million, of which the Italian Government had contributed $500,000, i.e. nearly 30 per cent. The budget now stood at $3.5 million and the Italian Government's contribution had been increased by $210,000 through the granting of additional fellowships. If the budget were fixed at $5 million his Government would doubtless consider favourably a further increase in its contribution. However, he could make no firm commitment, and any additional effort on the part of the Italian Government would obviously depend on a similar effort by other governments.

He was somewhat sceptical as to the outcome of the consultations which the Director-General had been asked to undertake since it seemed unlikely that the UNDP could finance the work of other international organisations on a regular basis. In any event, it would be rather strange if there were no contribution to the Centre from the ILO regular budget. During the fiftieth anniversary celebrations there had been much praise of the Centre's work; the ILO might well be proud of that, but it should also draw the necessary conclusions.

The Director-General specified that the Centre's financial situation, though admittedly difficult, was not disastrous, and he was confident that a solution could be found.

In the light of certain remarks made during the discussion, it seemed appropriate to point out that the Centre had never been conceived as a body independent of the ILO. It was part and parcel of the ILO—a fact which was reflected both in the tripartite composition of its Board and in the social bias of all its training programmes—and its purpose was to permit the extension of the regular vocational training and management development programmes of the Organisation at a higher level by catering for a special kind of trainee.

It was now clear that the Centre could no longer operate solely on the basis of voluntary contributions and the decision to be taken at the next session would therefore entail a recognition of the need to depart to some extent from the voluntary principle. However, the Centre could not be financed entirely from the ILO regular budget, and a substantial part of the funds would still have to come from outside sources.

The statements made during the discussion by Government representatives from some of the developing countries which used the Centre's services illustrated more clearly than any field survey the value of its work. The Governments concerned were well placed to express an opinion: Iran had sent 33 trainees to the Centre, Kenya 11, Nigeria 28, the Central African Republic 4, Colombia 68, Uganda 21, Congo (Brazzaville) 7 and Algeria 87.

On the matter of possible UNDP support, he felt, on the basis of his earlier conversations with UNDP representatives, and without wishing to prejudice in any way the outcome of further consultations, that he must sound a note of caution. The policy of the UNDP was not to subsidise other international organisations but merely to provide funds for projects for which such organisations were the executing agencies, including funds for fellowships under those projects. The UNDP had in fact shown great generosity towards the ILO in general and the Centre in particular. During the past four years it had financed 846 fellowships for training at the Centre; moreover, the number of fellowships financed by the UNDP was now showing a marked upward trend.

As the evaluation report had rightly pointed out, the Centre could make a unique contribution to development, and no effort should therefore be spared to make it a major instrument of ILO action on vocational training. He would accordingly undertake consultations with all concerned and explore every possible solution. He hoped particularly that those governments which considered the UNDP as a likely source of increased financial assistance would be willing to co-operate with him in his discussions with the Administrator of the UNDP.

On his own behalf and that of the Director, whom he commended for the Centre's achievements up to the present time, he thanked all members who had contributed to the discussion. It was to be hoped that at the next session the Governing Body would be able to reach an agreed decision consonant with the high objectives of the ILO.

The Chairman concluded that the Governing Body wished to postpone its consideration of the future financing of the Centre's operations to the 178th Session.

It was so decided.

Financial Questions

Official Title of the Centre

Staff Regulations of the Centre

Date and Place of Next Sessions

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

Sixteenth Item on the Agenda: Reports of the Committee on Operational Programmes

Mr. Koku presented the two reports in his capacity as Chairman of the Committee. The Committee had worked smoothly and he was grateful to its two Vice-Chairmen, Mr. Nasr and Mr. Benazizzedine, and to the Office staff for their assistance.

Mr. Nasr, on behalf of the Employer members of the Committee, thanked Mr. Koku for his courteous and inspiring chairmanship.

The discussion was adjourned to a later sitting.

(The sitting closed at 7.15 p.m.)

1 See Appendix XVI.

2 See seventh sitting.
The Governing Body was composed as follows:

**CHAIRMAN**: Mr. Gros Espiell.

Mr. Abid Ali, Mr. Ago, Mr. Allaf, Mr. Bannerman-Manson, Mr. Beermann, Mr. Benazzedine, Mr. Beneddik, Mr. Bergengrüm, Mrs. Bidart de López, Mr. Dam-Sy-Hien, Mr. Darsa, Mr. Datcu, Mr. de Bock, Mr. Menson, Mr. Beermann, Mr. Benazzedine, Mr. Benazzedine, Mr. Bergenström, Mrs. Bidart de López, Mr. Neilan, Mr. Parodi, Mr. Salvi, Mr. Schlotfeldt, Mr. Moriel, Mr. Morris, Mr. Nasr, Mr. Nayak, Mr. Neilan, Mr. Parodi, Mr. Salvi, Mr. Schlotfeldt, Mr. Koku, Mr. Sund, Mr. Talat, Mr. Tomášek (replaced during part of the sitting by Mr. Velloso), Mr. Hirose, Mr. Jaramillo, Mr. Kabore, Mr. Goroshkin, Mr. Hassan, Mr. Henniker-Heaton, Mr. Hildebrand (replaced during part of the sitting by Mr. Persons), Mr. Hirose, Mr. Jaramillo, Mr. Kabore, Mr. Knolle, Mr. Lee Yen-ping, Mr. Louet, Mr. Mainwaring, Mr. Martinez Cobo, Mr. Mbathi, Mr. Morgan, Mr. Moriel, Mr. Morris, Mr. Nasr, Mr. Nayak, Mr. Neilan, Mr. Parodi, Mr. Salvi, Mr. Schlofledt, Mr. Shioji, Mr. Sund, Mr. Talat, Mr. Tomášek (replaced during part of the sitting by Mr. Drabek), Mr. Waline, Mr. Ylanes Ramos.

Absent: Mr. Koku.

**EIGHTH ITEM ON THE AGENDA: REPORT OF THE STUDY GROUP TO EXAMINE THE LABOUR AND TRADE UNION SITUATION IN SPAIN**

Mr. Moriel reminded members that, in agreeing to the establishment of the Study Group, the Workers had specified that its survey must be based on the criteria laid down by the ILO. They had noted with satisfaction the Spanish Government’s undertaking to provide the guarantees requested by the Governing Body on the basis of their proposal.

With reference to paragraph 1145 of the report, the Workers, like the Study Group, still considered "that only if the normal rule of law applies, ensuring the full enjoyment of rights and guarantees, can the labour and trade union situation evolve smoothly and satisfactorily". They shared the conviction, expressed in paragraph 1253, that "the Trade Union Organisation’s dependence on political direction" still represented "a considerable obstacle to the creation of a really genuine and representative trade union movement", and considered that the fulfilment of the five conditions set out in paragraph 1256 was essential to the restoration of real freedom of association in Spain, in accordance with ILO principles and standards.

The Workers deeply regretted that the Spanish Government’s trade union Bill was not based on the Study Group’s suggestions and recommendations. Moreover, they deplored the remark made, in an interview reported in the newspaper Ya, by the new Minister in charge of the Trade Union Organisation, Mr. García Ramal, concerning the ILO’s inadmissible interference in Spain’s internal affairs—a remark which could only hamper the Organisation’s efforts. In fact the Study Group had specified in para-

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Mr. Goroshkin said that the report showed clearly that the official Spanish trade unions did not represent the workers' interests. He supported the recommendation in paragraph 1265, as well as the proposals submitted to the Governing Body by the various international trade union organisations and those just put forward on behalf of the Workers' group, especially the proposal that the report should be communicated to the Conference at its 54th Session.

The Governing Body decided—
(a) to take note of the report;
(b) to express warm thanks to the members of the Study Group for their excellent and exhaustive study; and
(c) to adopt, as suggested in the report, every measure to ensure its most widespread diffusion.

Sixteenth Item on the Agenda: Reports of the Committee on Operational Programmes (concl.)

First Report

Mr. Goroshkin said that the main test in selecting a project for implementation should be its potential contribution towards the basic constitutional aim of the ILO—improvement of workers' living and working conditions. Close contact should be maintained with national trade unions, which could best reflect the workers' interests and aspirations, at all stages of the preparation and implementation of projects relating to their countries. The ILO should help trade unions to fit themselves for participation in the task of preparing and implementing projects and should not expend its efforts on assisting employers and their organisations. It was in that sense that his Government interpreted the resolution concerning the association of employers' and workers' organisations in ILO technical co-operation activities which had been adopted by the Conference at its 52nd (1968) Session.

The USSR Government had repeatedly drawn attention to the need to broaden the geographical range of recruitment of experts. The widely varying knowledge and experience on which the ILO would then be able to draw would improve the efficiency of its technical co-operation activities. Determined action should therefore be taken to recruit experts from countries with a Socialist economy, including the USSR.

The participants in the inter-regional seminar on labour inspection held in the USSR in 1968, to which they had repeatedly drawn attention, and which had been adopted by the Conference at its 52nd (1968) Session.

The USSR Government had repeatedly drawn attention to the need to broaden the geographical range of recruitment of experts. The widely varying knowledge and experience on which the ILO would then be able to draw would improve the efficiency of its technical co-operation activities. Determined action should therefore be taken to recruit experts from countries with a Socialist economy, including the USSR.

The USSR Government had repeatedly drawn attention to the need to broaden the geographical range of recruitment of experts. The widely varying knowledge and experience on which the ILO would then be able to draw would improve the efficiency of its technical co-operation activities. Determined action should therefore be taken to recruit experts from countries with a Socialist economy, including the USSR.

Mr. Benazzedine thanked the Office for the documents prepared for the Committee, which had been most helpful.

A glance at the Programme and Budget for 1968 showed that of the already small proportion of ILO technical co-operation projects financed from the regular budget only 16 per cent had been devoted to the improvement of conditions of life and work. The Workers hoped that in future there would be a more determined effort to correct this imbalance, to which they had repeatedly drawn attention, and that the criteria adopted at the 173rd Session to govern the ILO technical co-operation programme under the regular budget 1 would be of assistance in this regard.

The question of associating the Committee and the Governing Body more closely in the evaluation of technical co-operation programmes had again been raised in the Committee, and the reaction of the representative of the Director-General was recorded in the following terms in paragraph 29 of the report: "The question of tripartite machinery for evaluation within the framework of the Governing Body depended to some extent on the outcome of the Capacity Study 2 and similar reports, but the terms of reference approved by the Governing Body for the Committee on Operational Programmes already provided considerable scope for over-all evaluation by the Governing Body." That was not fully satisfactory, and the Workers hoped that, as they had requested in the Committee, the Director-General would make specific proposals. The aim should be to associate the Committee and the Governing Body in the work of technical co-operation at all stages. First, they should study the magnitude and balance of ILO operational activities and take steps to secure a better balance between the various programmes financed from the regular budget and a better distribution of over-all expenditure on technical co-operation projects. Secondly, they should participate in the evaluation of ILO technical co-operation activities during the preceding year.

As regards the periodicity of the Committee's meetings, the standard programme of Governing Body meetings drawn up by the Working Party on Programme and Structure provided that they would, in principle, take place once a year during the November cycle but that in special—not exceptional—circumstances the Committee might hold an extra meeting during the February-March cycle to deal with a light agenda. There would in fact be special circumstances in 1970. In that year, as in previous years, the Committee should consider a technical subject relating to operational activities. However, it was not possible either to add such a subject to the proposed agenda for the November 1970 meeting, which was already very heavy, or to insert it in the agenda in place of one of the four existing items, since they were all too important to be eliminated. The Workers had therefore proposed that the Committee should meet in February 1970. The representative of the Director-General and other members of the Committee had been somewhat hesitant about that proposal and had seemed to think that the initiative for suggesting such a meeting should come from the Governing Body, which would consult the Committee before taking a final decision. In the view of the Workers, it was for the Committee to take the initiative and submit a recommendation to the Governing Body. They would welcome a clarification of the position.

Subject to those remarks, the Workers' group supported the recommendations in paragraphs 37 and 49 of the report.

Mr. Bergensström regretted that Mr. Goroshkin had seen fit to repeat the USSR Government's well-
known views on assistance to employers' organisations, which were particularly painful to those employers who as members of such organisations in free countries had co-operated throughout their working lives with workers' representatives in a climate of growing mutual confidence, thereby contributing importantly to economic—and hence social—progress. Employers' organisations were deeply conscious of their responsibilities not only to their members but also to workers and to society as a whole, and assistance to infant employers' organisations in developing countries could only benefit the entire population there.

As indicated in paragraph 20 of the report, the Employer members of the Committee had asked that the Governing Body should be given an over-all picture of seminars which it was planned to hold. He had recently learned purely by chance that at the beginning of November there had been a meeting in Geneva on the World Employment Programme which had included no participants from employers' or workers' circles—a further example of the tendency to dilute the tripartite principle in all matters of technical co-operation. Whether meetings were financed by the UNDP, under the regular budget or from some other source, both the tripartite principle and the authority of the Governing Body must be respected, and the latter should receive advance notice of all meetings and be informed of their results.

Mr. Nasr observed that the review of ILO technical co-operation programmes in 1968 had revealed a welcome increase both in activities under the regular budget and in those financed by the UNDP. As regards Mr. Benazzedine's contention that conditions of life and work were being neglected, his own reply and that of the representative of the Director-General in the Committee would be found in paragraphs 10 and 21 of the report. The Employers would certainly not object to an increase in the conditions of life and work programme. However, it might be that governments were giving priority to human resources development in the belief that that would also lead indirectly to an improvement in conditions of life and work.

Attention should be paid to the regional distribution of expenditure: in 1968 more had been spent on projects in Europe than in the Middle East, possibly because of the management development projects undertaken in some European countries. It was surprising, in that light, that the increase in the management development programme had evoked criticism from some of those whom it was intended to benefit. The main purpose of the programme was not in fact to assist employers' organisations; the latter were associated with the programme not for selfish reasons but because they welcomed its favourable social impact on the whole national community. By providing a means of improving productivity the programme helped to increase productivity and thus improve living and working conditions.

As Mr. Benazzedine had stated, employers and workers should be associated both in the preparation and implementation of projects and in the evaluation of technical co-operation activities. However, the establishment of a special subcommittee of the Committee on Operational Programmes was not the best way to do this. The most practical course would be to associate employers' and workers' organisations from the outset with the ILO's technical co-operation activities in their countries. That would help to improve the work of the Committee, whose members would be better informed of developments. It would also create a "built-in" evaluation system since the Committee would be helped in its assessment by persons who had been directly associated with work on projects. Care should be taken to avoid spending on evaluation money which could be better used for the actual implementation of projects.

As regards the suggestion that the Committee might meet during the February-March 1970 session, it should be noted that the Financial and Administrative Committee would have before it at that session an in-depth review of the occupational safety and health programme. It seemed desirable that the Committee on Operational Programmes should be associated in some way in the examination of the technical co-operation aspects of that review.

Mr. Mōri agreed with Mr. Bergenström that the Governing Body should be informed of all ILO meetings. Moreover, even when—as in the case of the recent meeting on the World Employment Programme—the participants were scholars, representatives of employers' and workers' organisations should be invited to attend. Exchanges of views between scholars and persons with practical experience were of benefit to both.

The representative of the Director-General (Mr. Blanchard, Deputy Director-General) pointed out that, though the Office was keenly aware of the need to pay more attention to the improvement of conditions of life and work, its efforts in that regard were limited by government views and priorities and by the nature of the requests submitted to the ILO and to the UNDP, which provided a large part of the funds for technical co-operation activities.

The Office would consider, in the light of the discussions in the Committee and the Governing Body, what could be done to improve evaluation techniques and procedures and to associate the Governing Body in the work of evaluation. Previous debates had revealed a general awareness of the need to adopt a cautious and realistic—rather than a perfectionist—approach and to avoid spending unduly large sums on evaluation. Some progress had already been made in developing evaluation techniques directly linked to the preparation and implementation of projects so as to permit the progressive assessment of results. Obviously, however, the association of workers and employers in projects from the outset would help to guarantee both their soundness and their success.

The establishment of tripartite machinery within the Governing Body would not necessarily be the best answer. On the other hand, Governing Body members from countries where important ILO projects were under way might profitably visit the centres and institutions where they were being carried out; they would then be able to provide the Committee with first-hand information. Regional conferences and meetings of regional advisory committees might likewise provide an opportunity for inspection visits to projects by Governing Body members. Steps had already been taken to arrange such visits during the Third African Regional Conference soon to be held in Accra, and similar arrangements would be made at the Ninth Conference of American States Members of the ILO in Caracas in 1970. The Office proposed to submit concrete proposals concerning evaluation to the Committee at its next meeting.

As for the remarks of Mr. Nasr and Mr. Bergenström concerning the need to inform the Governing Body of all ILO meetings, a distinction must be made between seminars and study tours, which were technical co-operation activities in the real sense, and other types of meetings.
As regards the former, the Office was bound—according as the funds were provided from the regular budget or by the UNDP—either by the criteria adopted at the 173rd Session or by the UNDP criteria, which were similar. The only practical problem was to ensure that the seminar or study tour would be of the greatest possible benefit to the countries concerned and that where that implied employers' and workers' participation there was full consultation with employers' and workers' organisations in order to make such participation as effective as possible. At a seminar recently organised in Addis Ababa, for example, there had been fifteen participants from employers' and workers' circles as against eight from government circles. The aim of the Office was to make preparations for seminars and study tours, whose number was increasing, well in advance so that timely information could be given to the Governing Body.

The meeting on the World Employment Programme mentioned by Mr. Bergenström and Mr. Mori had been of quite a different type: it had been organised as part of the internal work programme of the Office solely to provide the Director-General with the best possible advice so that the Programme might be carried out in accordance with the wishes of the Governing Body.

The proposed agenda for the November 1970 meeting of the Committee on Operational Programmes was indeed very heavy, and the standard programme of Governing Body meetings did of course allow for the holding of an additional meeting of the Committee in any given year. However, the Office had not proposed that the Committee should meet in February 1970 because it would be unable to have a substantial and useful discussion at that time. The Capacity Study in particular, which was a major item on the Committee's agenda and would largely determine its programme of work for 1971 and 1972, could not come before the Governing Body until the UNDP Governing Council had examined it in March. On the other hand, in view of the many problems which the Study was likely to raise the Committee would probably find it necessary to meet in February 1971, and a decision in the matter would have to be made at the November 1970 session of the Governing Body.

Mr. Benazzedine welcomed Mr. Blanchard's assurance that further consideration would be given to the improvement of evaluation techniques and procedures. All that the Workers had in fact asked was that the Governing Body should be informed of all ILO meetings and hoped that that would be done in future.

The Governing Body adopted the recommendations in paragraphs 31 and 49 of the report.
Mr. Benseddik noted that the Committee had ceased to mention Case No. 560 (Morocco), i.e. the case of Mr. Awab, the Moroccan Workers’ delegate who had been sentenced to one year’s imprisonment for statements made in his speech at the 52nd (1968) Session of the Conference. Moreover, the paper submitted to the Committee on Standing Orders and the Application of Conventions and Recommendations concerning the freedom of speech of non-governmental delegates to ILO meetings had dealt only with the general issue and made no specific reference to Mr. Awab. It was not possible thus to dissociate the general question of delegates’ freedom of speech from the particular case that had inspired the decision to bring it to the attention of the Conference.

As a result of his imprisonment Mr. Awab, who had served his full sentence while his case was under consideration in the Committee on Freedom of Association, had been deprived of his civil rights and had lost his job. Action was needed to redress that situation and his case should therefore be mentioned, together with the draft resolution concerning the immunity of Governing Body members and Conference delegates, in the report to be submitted to the Conference.

The representative of the Director-General (Mr. Jenks, Principal Deputy Director-General) observed that Mr. Benseddik had raised two separate matters: the nature of the report to be submitted to the Conference on the general question of the right of delegates to report freely to their constituents on action taken by them at the Conference: and the case of Mr. Awab. With respect to the first, it had been clearly understood in the Governing Body when it had been decided to refer the general question to the Conference that that would be done without reference to any specific case. The Governing Body had then asked the Committee on Standing Orders to submit appropriate proposals, and the latter after a first discussion had deferred examination of the question to the 178th Session.

As regards Mr. Awab, Mr. Benseddik’s remarks were in essence further allegations relating to the present stage of a case whose earlier stages had been the subject of Governing Body decisions. No such allegations had been submitted to the Committee under the regular procedure, and until they had been submitted and the Committee had had an opportunity of receiving observations from the government concerned and making recommendations to the Governing Body it would be improper for the Office to comment.

Mr. Benseddik did not wholly agree with the representative of the Director-General. While the Committee had indeed pointed out in its 112th Report that the case raised issues that were closely bound up with the functioning of the Conference, that did not mean that the case itself should be shelved, especially as the Committee and the Governing Body recognised that there had been a flagrant violation of freedom of association. It was therefore Mr. Awab’s case, and not only the general issues it raised, which should be brought before the Conference. Mr. Awab should not be sacrificed to ensure the future immunity of Conference delegates; he had suffered prejudice as a result of his imprisonment, and remedial action was called for.

Mr. Möri pointed out that Mr. Benseddik’s statement had revealed some new infringements of Mr. Awab’s rights, in addition to those already considered by the Committee. It seemed, therefore, that the latter should give further consideration to the case.

Mr. Benseddik felt that the matter need not be referred back to the Committee, which had already reached a decision on the basis of the allegations which had been before it; it should, however, in view of subsequent developments, and in particular the fact that Mr. Awab had lost his job, be submitted to the Conference. That would be one way of compensating Mr. Awab for the prejudice he had suffered.

Mr. Ghayour shared the view that the Committee should give further consideration to the case in the light of Mr. Benseddik’s statement.

As regards the nature of the report to be submitted to the Conference, a draft resolution would certainly have a much greater impact if it dealt with the general issue rather than a particular case.

Mr. Abid Ali considered that in view of the concrete facts mentioned by Mr. Benseddik, Mr. Awab’s case called for further investigation.

Mr. Möri did not contest Mr. Ghayour’s last remark but failed to see how the Conference could discuss the general issue without mentioning the case from which it arose. If, as was probable, he decided to take part in the Conference discussion, he would certainly refer to Mr. Awab’s case.

The Chairman agreed that it would be open to participants in a Conference discussion on the general question to allude to the case that had served to focus attention on it.

Mr. Ago specified that the Committee had already dealt with the original complaint concerning Mr. Awab. If new allegations were submitted to it under the regular procedure, it would of course examine them. It was not part of the Conference’s specific functions to consider complaints.

The question which it was proposed to submit to the Conference—namely the immunity of Governing Body members and Conference delegates—was a much wider one, and when it was discussed reference could be made both to Mr. Awab’s case and to others which had highlighted the inadequacy of existing safeguards. The aim should be to find a solution for that general problem rather than for any specific case, however important it might be.

The Governing Body adopted the recommendations in paragraphs 70 (Case No. 566; Morocco) and 77 (Case No. 577; Morocco) of the report.

V. Definitive Conclusions in the Cases relating to
Argentina (Cases Nos. 593 and 576)
and Gabon (Case No. 536)

The Governing Body adopted the recommendations in paragraphs 102 and 113 of the report.

VI. Interim Conclusions in the Cases relating to
Indonesia (Case No. 537), Israel (Case No. 597),
Bolivia (Case No. 573),
Argentina (Cases Nos. 574, 598 and 593),
Togo (Case No. 597) and Uruguay (Case No. 604)

The Governing Body adopted the recommendations in paragraph 123 of the report.

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Mr. Lakhdari expressed the Algerian Government's dissatisfaction with the Committee's conclusions relating to Case No. 567.

Mr. Allaf said that the Government of the Syrian Arab Republic was also dissatisfied with those conclusions. The Office should investigate the complaints further and attempt to ascertain the facts, because comments made by an occupying government were necessarily open to question. He reserved his Government's right to revert to the question.

The Governing Body adopted the recommendations in paragraphs 141, 162, 236, 251 and 293 of the report.

ONE HUNDRED AND FIFTEENTH REPORT

The Governing Body decided to examine the 115th Report of the Committee on Freedom of Association at its 178th Session.

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

FIRST REPORT

FINANCIAL AND GENERAL QUESTIONS

1969 Regular Budget Account at 31 October 1969

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

Proposed Transfers within the 1969 Programme and Budget

The Governing Body authorised the Director-General to submit the proposed transfers within the 1969 budget to the Chairman for his approval, in accordance with the usual practice, prior to the closing of the 1969 accounts in January 1970, subject to confirmation of such approval by the Governing Body at its 178th Session (February-March 1970).

Occupation of Posts and Temporary Appointments at 1 October 1969

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

Proposals concerning the Financing of Expenditures Not Provided For in the Programmes and Budgets for 1969 and 1970-71

Mr. Goroshkin noted that the Committee had submitted a number of recommendations concerning what was generally termed unforeseen expenditure; in some cases, however, such expenditure could have been foreseen when the budget for the 1970-71 biennium was drawn up. The total amount, which came to more than $100,000 even before the biennium had begun, gave further cause for concern. The USSR Government regretted the growing tendency to incur expenditure in excess of the budgetary credits and objected in principle to the financing of unforeseen expenditure from the Working Capital Fund. Unforeseen expenditure should be authorised only if it could be met from savings within the budget. The Director-General should take all possible steps to ensure that the ILO's activities were kept strictly within budgetary limits. Financial discipline was the hallmark of good organisation.

Increased Membership of the Meeting of Experts on Fiscal Policies for Employment Promotion.

The Governing Body decided that, if it should decide that the membership of the Meeting of Experts on Fiscal Policies for Employment Promotion should be increased from twelve to fourteen experts, the additional cost, estimated at $2,350, should be financed to the extent possible by savings in Part I of the budget for 1970-71 and that any remaining balance of the cost should be charged to Part II (unforeseen expenditure).

Postponement of Meeting of the Joint ILO/IMCO Committee on Maritime Safety Training.

The Governing Body decided that, if it should decide to hold a meeting in 1970 of the Joint ILO/IMCO Committee on Maritime Safety Training, the cost, estimated at $9,000, should be financed in the first instance and as far as possible by savings in Part I of the budget for 1970-71 and, to the extent that this was not possible, by means of a charge to item 18 (unforeseen expenditure).

Amendment of the Rules Governing Conditions of Service of Short-Term Officials to Provide for Medical-Care and Incapacity-for-Work Benefits.

The Governing Body decided that, if it should decide that the cost of the II during 1969 of a commercial insurance policy providing medical-care and incapacity-for-work coverage for short-term staff, estimated not to exceed $800, should be financed by savings in Part I of the programme and budget: and (b) that the cost to the ILO during 1970-71, estimated not to exceed $22,800, should be financed in the first instance and as far as possible by savings in Part I of the programme and budget for that biennium and, to the extent that this was not possible, by means of a charge to item 18 (unforeseen expenditure).

Proposed Budgets of Extra-Budgetary Accounts for 1970-71


The Governing Body approved the 1970-71 expenditure and income estimates for the International Occupational Safety and Health Information Centre (CIS) extra-budgetary account, as set out in detail in Annex A to the report.

Proposed Budget of the Inter-American Vocational Training Research and Documentation Centre (CINTERFOR) for 1970-71.

The Governing Body approved the budget of the Inter-American Vocational Training Research and Documentation Centre (CINTERFOR) for 1970-71 as shown in Annex B to the report.


The Governing Body approved the 1970-71 expenditure and income estimates for the Joint ILO-ISSA Account as shown in Annex C to the report.

1 See below, Appendix XI, and Confidential Appendices, Appendix XI.
2 See Confidential Appendices, Appendix XI, first report.
Mr. Goroshkin considered that the suggestion that the travel expenses of delegates to the International Labour Conference should be financed from the regular budget was contrary to the Constitution and to the practice of other organisations in the United Nations system and should be dropped. There was therefore no need to set up a working party—which would itself entail additional expenditure—to examine the suggestion.

Mr. Coin, speaking for the Governments of Denmark, Finland, Norway and Sweden, supported the proposed establishment of a working party.

The question under discussion had originally been raised by the Swedish Government representative in the Financial and Administrative Committee and the Governing Body with a twofold aim: to enable all member States, including those which were located far from Geneva or whose resources were strained, to participate more fully in the work of the Conference; and to strengthen the tripartite basis for the ILO’s work. Those were vital objectives which overshadowed such considerations as the possible need to amend the Constitution and efficient use of the Organisation’s limited resources.

The purpose of a working party should be to consider how to achieve those objectives without placing an undue strain on the budget, for example by limiting the total number of participants from each country whose travel expenses would be paid by the ILO (while ensuring that it would include an equal number of Government, Employer and Worker representatives); by abandoning the idea of paying the first-class fare for one delegate or adviser from each member State; and, above all, by limiting the number of countries whose delegates’ travel expenses would be paid. As regards the last possibility, he did not favour the method suggested by the Brazilian Government member of the Committee—whose constructive attitude on the general question he deeply appreciated—because it was necessary to avoid any connotation of social assistance. A possible alternative would be to include only countries outside Europe or countries assessed at the minimum rate in the ILO scale of contributions.

To maintain that the problem must be considered in relation to all organisations in the United Nations system was merely an elegant way of shelving it. The ILO as a tripartite organisation was in a unique position, whose budgetary consequences must be faced.

Mr. Waline observed that the present system was doubly unjust: it penalised the countries farthest from Geneva, which were often needy developing countries, and it operated to the detriment of employers and workers, for whom it was less easy than for governments to be adequately represented at the Conference. The problem, which as Mr. Coin had mentioned was indeed peculiar to the ILO, deserved special consideration, preferably by a small working party which should review the various possibilities, including those mentioned by Mr. Coin.

Mr. Mbathi welcomed the recommendation in paragraph 116 of the report and was encouraged by the remarks of the two previous speakers. The Conference could not function properly as a forum for all member States as long as all national delegations were not adequately staffed.

Mr. Drabech reserved his Government’s position. Any decision, including the setting up of a working party, would be premature at present and might have serious consequences both for the Organisation and for other agencies in the United Nations system.

Mr. Velloso Cardoso de Oliveira strongly favoured the setting up of a working party. The Brazilian Government had made a concrete proposal, as recorded in paragraph 101 of the report, which took into account the fact that employers and workers had greater difficulty than governments in sending sufficient advisers—especially workers, for whose particular benefit the proposal was intended. It provided not only for the financing of a certain number of Employer and Worker advisers from all countries but for the possibility of support from financially stronger occupational organisations towards enabling other organisations in other countries, without distinction as to the particular group, to send more advisers.

Mr. Benazzedine, for the Workers’ group, agreed that enabling workers and employers to participate more fully in the work of the Conference should be a major preoccupation of the proposed working party. He was surprised at the negative position taken by the Socialist countries towards proposals designed to ensure greater Worker participation in the Conference.

Mr. Morgan pointed out that paragraph 116 of the report did not ask the Governing Body to set up a working party but merely to consider the advisability of doing so, any specific decisions on the working party’s size, the timing of its meetings or its actual terms of reference—it was conceivable, for example, that the matter should be referred to another working party already set up to cover a wider field—being taken at a later session.

The Governing Body decided to give further consideration to the advisability of setting up a working party to examine the suggestion that a part or all of the travel expenses of tripartite delegations to the International Labour Conference should be met through the Programme and Budget of the Organisation: if such a working party were established it should take into account the views that had been expressed in the course of the discussion in the Financial and Administrative Committee.

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

Standardisation of Financial Terminology in the United Nations System

Report of the Building Subcommittee

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

Proposal for Payment in 1969 under Article 18 (3) of the Financial Regulations

The Governing Body authorised the Director-General to charge to item 17 of the 1969 budget, under the heading “Unpaid Liabilities”, the amount of $108 paid to Kothari and Co. Ltd. for the transport of equipment for the Second African Regional Conference.

Authorisation to Accept Gifts

The Governing Body approved the acceptance of the gift presented by the International Society for the Rehabilitation of the Disabled.
Financial Information concerning the Agenda of the 56th (1971) Session of the International Labour Conference

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

SECOND REPORT

PERSONNEL AND ADMINISTRATIVE QUESTIONS

Statement by a Staff Representative

The Governing Body took note of the statement and of the remarks made by the representative of the Director-General and Mr. Gorget in this regard.

Proposed Amendments to the ILO Staff Regulations

Amendment concerning Language Allowance at Geneva (Article 3.15).

The Governing Body approved, with effect from 1 January 1970, the proposed amendment to article 3.15 of the Staff Regulations.

The Governing Body decided that the additional cost which would result in 1970-71 from the adoption of the proposed new rates, estimated at $45,000, should be financed in the first instance and as far as possible by savings within Part I of the Budget for 1970-71 and, to the extent that this was not possible, by means of a charge to item 18 (unforeseen expenditure).

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

The Governing Body approved, with effect from 1 December 1969, the proposed amendments to Article 3.8 of the ILO Staff Regulations.

Amendment concerning Salary on Promotion (Article 3.4).

The Governing Body approved, with effect from 1 January 1970, the proposed amendments to Article 3.4 of the Staff Regulations.

Amendments concerning Family Allowances in the Professional Category and Above (Article 3.12) and in the General Service Category (Article 3.13).

The Governing Body approved, with effect from 1 January 1970, the proposed amendments to Articles 3.12 and 3.13 of the Staff Regulations.

FINANCIAL AND GENERAL QUESTIONS

Financial Questions concerning the International Centre for Advanced Technical and Vocational Training (Turin)

The Chairman pointed out that the report had been considered at a previous sitting in conjunction with the twenty-first agenda item.

Reports by the United Nations Joint Inspection Unit

The Governing Body took note of the report.

(The sitting closed at 1 p.m.)

Approved by the Governing Body at the first sitting of its 178th Session, held on 3 March 1970.

Héctor Gros Espiell, Chairman.
MINUTES OF THE EIGHTH SITTING
(Friday, 21 November 1969—3.10 p.m.)

The Governing Body was composed as follows:

CHAIRMAN: Mr. Gros Espiell.

Mr. Abate, Mr. Abid Ali, Mr. Ago, Mr. Allal, Mr. Boer mann, Mr. Benazzedine, Mr. Benseddik, Mr. Berg enström, Mrs. Bidart de López, Mr. Bo-Boliko, Mr. Dam-Sy-Hien, Mr. Darsa, Mr. De Bock, Mr. Fogam, Mr. Franch, Mr. Frazdo, Mr. Gayhour, Mr. Hassan, Mr. Henniker-Heaton, Mr. Hildebrand (replaced during part of the sitting by Mr. Lawyer), Mr. Hirose, Mr. Jaramillo, Mr. Kabore, Mr. Knolle, Mr. Lee Yen-ting, Mr. Louet, Mr. Mainwaring (replaced during part of the sitting by Mr. de Merlis), Mr. Manascu, Mr. Martínez Cobo, Mr. Mbathi, Mr. Morgan, Mr. Mőri, Mr. Morris, Mr. Nasr, Mr. Nayak, Mr. Neelan, Mr. Farodi, Mr. Pozharsky, Mr. Richan, Mr. Salvi, Mr. Schlofffeldt, Mr. Shioji, Mr. Sunde, Mr. Tomášek (replaced during part of the sitting by Mr. Drabeà), Mr. Víša Jakasa, Mr. Wainne, Mr. Yllanes Ramos.

Absent: Mr. Koku.

TWELFTH ITEM ON THE AGENDA: REPORT OF THE ALLOCATIONS COMMITTEE

Mr. Mainwaring, in presenting the report, said that the Committee with its new membership had carried out a constructive general review of several problems and agreed to discuss them again at the February-March session.

To meet the wishes of one of its members, the Committee agreed to submit proposals before the African Regional Conference shortly to be held in Accra. He suggested postponing a decision to the next session.

It was so decided.

African Advisory Committee.

Mr. Mőri said that the Workers' group was unable to submit proposals before the African Regional Conference shortly to be held in Accra. He suggested postponing a decision to the next session.

It was so decided.

Asian Advisory Committee.

On the proposal of the Workers' group, the Governing Body appointed the following Worker member from a country entitled to attend the Asian Regional Conference to complete the membership of the Asian Advisory Committee:

Mr. Thondaman (Ceylon).

Committee of Social Security Experts.

Mr. Abid Ali noted that the thirty-six experts so far appointed came from only thirty-one countries.

The Governing Body must end the unfair treatment of such member States, which had to contribute at a rate twice or three times as high as the rate applied to them under the United Nations scale. The Office, too, should be extremely wary of further increases in the ILO budget, which was placing a steadily growing burden on those countries. Otherwise there might be to follow the disappointing example of Lesotho and leave the Organisation.

It was to be regretted that the Committee had postponed a decision on the request of the Bolivian Government, allegedly because it had not yet received the information asked for. At two sittings of the Finance Committee of Government Representatives at the last Conference session its representative had given a very full, factual and readily verifiable account of his country's difficult financial position and had answered all questions. There was nothing to prevent an early settlement in Bolivia's favour, and at its next session the Governing Body should reach a final decision on the Government's legitimate request.

The Governing Body took note of the report and adopted the recommendation in paragraph 18.

NINETEENTH ITEM ON THE AGENDA: COMPOSITION AND AGENDA OF COMMITTEES AND OF VARIOUS MEETINGS

FIRST PAPER

Composition of Standing Bodies and Composition and Agenda of Meetings to Be Held in 1969 and 1970-71

I. Standing Bodies

African Advisory Committee.

Mr. Mőri said that the Workers' group was unable to submit proposals before the African Regional Conference shortly to be held in Accra. He suggested postponing a decision to the next session.

It was so decided.

Asian Advisory Committee.

On the proposal of the Workers' group, the Governing Body appointed the following Worker member from a country entitled to attend the Asian Regional Conference to complete the membership of the Asian Advisory Committee:

Mr. Thondaman (Ceylon).

Committee of Social Security Experts.

Mr. Abid Ali noted that the thirty-six experts so far appointed came from only thirty-one countries.


2 See Appendix XIX.

1 See Confidential Appendices, Appendix XII.
Although appointments were based on nominations by the three groups and by certain international organisations, the Governing Body should take care, especially in appointing the remaining eighteen experts, not to select more than one from the same country when many countries were not represented at all.

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

Joint Maritime Commission.

Mr. Waline paid tribute to Sir Richard Snedden on his retirement from the Commission. A prominent figure in international shipping circles, Sir Richard had for many years rendered distinguished service to the Governing Body and to the Organisation.

Mr. Henniker-Heaton promised to convey these kind remarks to Sir Richard and expressed full confidence in the ability of Sir Richard's successor on the Commission, Mr. Rice-Oxley.

The Governing Body took note of the changes in the composition of the Joint Maritime Commission.

Tripartite Subcommittee on Seafarers' Welfare of the Joint Maritime Commission and Joint ILO/WHO Committee on the Health of Seafarers.

The Governing Body adopted the proposal in paragraph 13 of the first Office paper.

Panel of Consultants on Safety in Mines.

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

II. Meetings to be Held in 1969


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

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

Meetings to Be Held in 1970

Meeting of Consultants on Workers' Education.

Joint ILO/WHO Expert Committee on Organisation of Health Care and Its Relationship with Social Security.

Meeting of Experts on Control of Atmospheric Pollution in the Working Environment.

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

III. Meetings to Be Held in 1971

Meeting of Experts on Fiscal Policies for Employment Promotion.

Mr. Morgan, leaving aside the financial implications of the proposal in paragraph 30 of the first Office paper—which the Governing Body had already considered on the basis of the first report of the Financial and Administrative Committee—questioned the wisdom of adding one expert from Employers' circles and one from Workers' circles to a meeting which, on the ILO side, already had a normal tripartite composition. The fears apparently felt by the Employers and Workers that their own experts would be outnumbered by the six to be nominated by other international organisations were groundless, since the meeting's function was to make proposals and not mandatory decisions. While the meeting should of course benefit from the experience of employers' and workers' spokesmen, the weight of their contribution would not be governed by their numbers. Besides, it was far from certain that all the nominees of the other organisations would come from government circles.

For all these reasons he urged the two groups not to press for an increase in the membership of the meeting.

Mr. Bergenström conceded that the matter ought not to be viewed in terms of minorities and majorities, and he trusted that the experts would not vote. He must, however, stress the crucial interest of fiscal policies to employers' and workers' organisations, which played a prominent part in formulating them. The two sides should be enabled to contribute a full measure of expertise based on experience of the various systems in operation throughout the world. The Employers therefore supported the proposed increase.

Mr. Benazzedine endorsed Mr. Bergenström's remarks. The independence and competence of the experts from other organisations were not in dispute; but the meeting's success required the participation not only of academics but also of practitioners nominated by the Employers' and Workers' groups. The Workers therefore insisted on the proposed increase. Indeed, they had assumed that it had been already decided since only that morning the Governing Body had made provision for the additional expense.

Mr. Lawyer, though acknowledging that Mr. Bergenström's and Mr. Benazzedine's arguments had merit, agreed with Mr. Morgan. In the present context, the principle of tripartism raised fundamental problems. His Government's position on the financial aspects of the proposal was recorded in paragraph 37 of the first report of the Financial and Administrative Committee.

Mr. Pozharsky observed that the proposal under discussion, though unimportant in itself, gave a further illustration of a difficult and still unsolved problem, namely defining the scope of the principle of tripartism. Since the foundation of the ILO that principle had been regarded as fundamental, especially in the field of standard setting. For all the recent shift of emphasis away from standard-setting activities, it was being invoked more than ever before, though often mistakenly, as in the case of expert meetings.

In fact, the principle would be properly applied in the present instance without the proposed increase in the number of experts, which would give the Employers' and Workers' groups four experts as against only two for the governments. It would clearly be wrong to argue that it should govern the composition of the entire meeting, which would include experts from other organisations to which it did not apply.

1 See seventh sitting.
As for the financial consequences of the proposed change—also a relevant question—the USSR Government had already expressed in the Financial and Administrative Committee its formal disapproval of the decision to charge the extra cost to unforeseen expenditure. It again urged the Governing Body to appoint only two participants for each group. Besides raising no financial problem, that solution would ensure full respect for tripartism and a proper balance of experience and knowledge among the participants.

Mr. Bergenström agreed with Mr. Pozharsky that meetings of experts were not the same thing as tripartite meetings; in particular, as he had mentioned earlier, they should not normally vote. However, when the agenda of such meetings were of interest to all three groups, as was usual, their composition should reflect the Organisation's tripartite character. For many years the Employers' group had sought to ensure that meetings benefited from the ideas and experience of experts from employers' circles, and in the present instance there was no question of invoking any new principle.

Mr. Mainwaring, as a firm supporter of the tripartite principle, deeply regretted the Employers' and Workers' attitude, which threatened to discredit that very principle. While the experts' report would be open to tripartite discussion by the Governing Body, it must be prepared by fully independent experts freely chosen by the Director-General; failing that, the quality of the ILO's work would suffer.

He suggested that a decision should be postponed to the next session so that the Employers and Workers might reconsider their position.

Mr. Parodi agreed with Mr. Morgan's statement and with Mr. Pozharsky's views on the financial consequences of the proposal. Whereas a large membership in a body such as the Committee of Social Security Experts was no doubt justified by the need to obtain a wide range of views, it was hard to see what contribution two more experts could make to a small meeting like the one under discussion.

The Chairman, noting that opinions were still divided, called for a vote on paragraph 30 of the first Office paper.

By 23 votes to 21, with no abstentions, the Governing Body decided to increase the number of experts from employers' and workers' circles from two to three on each side.

SECOND PAPER
Reconstitution of the Permanent Agricultural Committee and Agenda of Its Eighth Session

The Governing Body adopted the proposals in paragraphs 13 and 18 of the second Office paper.

THIRD PAPER
Composition of Standing Bodies and of Meetings to Be Held in 1969 and 1970-71

Committee of Experts on the Application of Conventions and Recommendations

The Governing Body adopted the proposals in paragraphs 2, 3 and 4 of the third Office paper.

Seminar on Equality of Opportunity in Employment

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

Co-operation with the Central Commission for Rhine Navigation: Proposed Technical Governmental Conference to Establish a System of Enforcement of the Agreement concerning the Conditions of Employment of Rhine Boatmen

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

Joint ILO/IMCO Committee on Maritime Safety Training

The Governing Body adopted the proposal in paragraph 13 of the third Office paper.

Meeting of Consultants on Workers' Education and Panel of Consultants on Workers' Education

The Governing Body adopted the proposals in paragraphs 20 and 23 of the third Office paper.

THIRD ITEM ON THE AGENDA: QUESTIONS REFERRED BACK TO THE GOVERNING BODY BY THE COMMITTEE ON PROGRAMME AND STRUCTURE SET UP BY THE INTERNATIONAL LABOUR CONFERENCE AT ITS 53RD SESSION (concl.)¹

The Chairman reminded the Governing Body that the Government group had already submitted its nominations for membership of the Working Party on Structure.² In the light of the further nominations now submitted by the other two groups, the proposed composition of the Working Party was as follows:


Government group:


Employers' group:

Mr. BANNERMAN-MENSON. Substitute: Mr. ABATE.

Mr. BERGENSTRÖM. Substitute: Mr. HENNIKER-HEATON.

Mr. ERDMANN. Substitute: Mr. TATA.

Mr. GEORGET. Substitute: Mr. BASTID.

Mr. NASR. Substitute: Mr. YOSHIMURA.

Mr. NEILAN. Substitute: Mr. RICHAN.

1 See third sitting and Appendix III.

² See third sitting.
Earlier working parties on programme and structure had never voted, and if the new one had to do so its whole purpose would be defeated. No question of relative voting strength should therefore arise.

What was important was that each group should feel that it was adequately represented and that it should be allowed to determine the number of its representatives in that light. While noting and reserving the point of principle raised by Mr. Pozharsky, the Governing Body might bear in mind that in the past the principle he had invoked, however important it might be, had not been strictly observed in working parties on programme and structure. Accordingly, it might decide to allow each group to fix the number of its own representatives within the limits of the figures at present proposed, on the understanding that there would be no voting in the Working Party.

Mr. Mori supported Mr. Jenks's suggestions. As he had said, voting had always been extremely rare in the working parties, whose function was to make proposals and to leave decisions to the Governing Body. To allay Mr. Pozharsky's misgivings he pointed out that, as the curious alliance between the Government and Employer members in the vote on the 1971 Conference agenda had shown, the Employers' and Workers' groups did not always vote in unison—another reason for ensuring proper representation of the Workers in the Working Party.

Mr. Pozharsky observed that the position taken by the Employers' and Workers' groups hardly seemed consistent with that which they had taken in the debate on the composition of the Meeting of Experts on Fiscal Policies for Employment Promotion. However, rather than to attempt a complicated interpretation of the rules applicable to the composition of ILO bodies, he suggested that the Governing Body should simply appoint two more Government members.

Mr. Mori was opposed to any increase in the number of members, since there was a danger of making the Working Party highly unwieldy. If a vote were taken in the Working Party—though that was most unlikely—the Riddell weighting system could be used; in any case, the final decision would rest with the Governing Body.

Mr. Morgan was also opposed to the appointment of two more Government members, just as he had been opposed earlier to the addition of one more Employer member and one more Worker member in the case of another meeting.

There was no question of holding a vote in the Working Party. The reports of bodies of this kind made no attempt at mathematical precision in reflecting the weight of differing opinions but used fairly flexible language which gave a broad picture of the various trends of thought.

The Government group had given careful consideration to geographical representation, as no doubt the other two groups had done as well, and with its present composition the Working Party might be expected to yield satisfactory results.

Mr. Pozharsky hoped that the Governing Body would reach an agreement and not force its decision on some members, so that the Working Party could start its work auspiciously. In accordance with his Government's instructions, he wished to recommend the addition of two Government members, a formula...
which would safeguard as far as possible the balance among the three groups, and at the same time leave at eight the number of members proposed by the Employers’ and Workers’ groups. He therefore proposed a short adjournment to allow the Government members to consult for the purpose of putting forward an agreed solution.

(The sitting was adjourned at 4.25 p.m. and resumed at 6.40 p.m.)

Mr. Ago then stated that the Government group had finally agreed to the proposed membership of twenty-eight, in the belief that it would be difficult to persuade the Employers’ and Workers’ groups to reconsider their position at this late stage and that, to discharge its responsibilities, the Governing Body must set up the Working Party without delay.

The group’s agreement was nevertheless subject to three conditions, which he hoped would be acceptable to the other two groups. First, there should be no voting in the Working Party; any differences of opinion within it should be objectively recorded in the Working Party’s report and any decision, and in particular any vote, should be taken by the Governing Body itself. Secondly, the numerical composition of the Working Party should not be regarded as a precedent which might be invoked on future occasions. Thirdly, the Working Party should consider, in addition to the matters set out in paragraph 3 of the Office paper, the principle of representation in working parties and committees of the Governing Body and the Conference.

Credit for this solution was largely due to the Kenyan and Syrian Government members. Unfortunately, the USSR Government member had been unable to accept it.

Mr. Bergenström noted with satisfaction that the proposed composition now seemed to be accepted, but wished to comment on the conditions stipulated by Mr. Ago.

First, whatever the objections to voting in the Working Party, its work might be hampered by any outright ban on voting, which was sometimes the only way of overcoming a difficulty without undue waste of time. The Employers therefore regretted this condition, though they would not formally oppose it.

As to the second condition, it was somewhat pointless to insist that the Working Party’s composition should not set a precedent. After all, it little mattered in this case to concede a precedent which might be invoked on future occasions; and it was understood that—

(a) there would be no voting in the Working Party; any differences of opinion within it would be objectively recorded in the Working Party’s report to the Governing Body, and any decision in the matter, and in particular any vote, would be taken by the Governing Body itself;

(b) the numerical composition of the Working Party would not be considered a precedent which might be invoked on future occasions; and

(c) the Working Party would be called upon to consider, in addition to the matters set out in paragraph 3 of the Office paper, the principle of representation in working parties and committees of the Governing Body and the Conference.

Twentieth Item on the Agenda: International Institute for Labour Studies

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

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

I. Obituary

The Governing Body requested the Director-General to convey its sympathy on the death of Mr. Fernando Santi to Mr. Santi’s widow and family, on the death of Mr. Giulio Pastore to Mr. Pastore’s family, on the death of Mr. Oscar Saralva to Mr. Saralva’s family and to the Government of Brazil, and on the death of Mr. Djilani Bentami to Mr. Bentami’s family and to the Algerian Government.

II. Composition of the Organisation

III. Composition of the Governing Body

IV. Entry into Force of the Agreement concerning the Social Security of Rhine Boatmen (Revised), 1961

V. Progress of International Labour Legislation

VI. Internal Administration

VII. Publications

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

1 See first and second sittings and Appendix XXII.
SECOND SUPPLEMENTARY REPORT

Programme of Governing Body Meetings

The Governing Body noted that the second supplementary report was superseded by the eighth supplementary report.

THIRD SUPPLEMENTARY REPORT

Action to Be Taken on the Resolution concerning International Co-operation in Regard to Minimum Wage Fixing Adopted by the International Labour Conference at its 53rd (1969) Session

Mr. Pozharsky noted from the report that the Programme and Budget for 1970-71 might be re-examined to determine whether it might cover some of the proposed activities. He hoped that no unforeseen expenditure would be added to the existing credits.

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

FOURTH SUPPLEMENTARY REPORT

The Ratification Outlook for the Human Rights and Other Key Conventions: A Fiftieth Anniversary Progress Report

The Governing Body took note of the report.

SIXTH SUPPLEMENTARY REPORT

Composition of the Governing Body

The Governing Body took note of the report.

The Governing Body further noted that the Workers' group had appointed Mr. Weissenberg as a Worker deputy member of the Governing Body in the place of Mr. Coppo with effect from 21 November 1969.

SEVENTH SUPPLEMENTARY REPORT

Report of the Officers of the Governing Body

Representation of Intergovernmental Organisations at the Third African Regional Conference.

The Governing Body approved the recommendation in paragraph 2 of the report.

Representation of Non-Governmental Organisations at the Third African Regional Conference.

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

EIGHTH SUPPLEMENTARY REPORT

Programme of Governing Body Meetings: Supplementary Note

The Governing Body approved the programme of meetings for its 178th Session (February-March 1970) set out in the Annex to the report.

Mr. Ago, speaking for the Government members of the Working Party on Structure asked that the Working Party should meet well before the Governing Body session in order to allow sufficient time both for Office follow-up work arising out of the meeting and for full consideration of the Working Party's conclusions by all Governing Body members, who might wish to seek instructions. He proposed that the Working Party should meet in the week beginning on 12 January 1970.

Mr. Möri and Mr. Benazzeddine, on behalf of the Worker members and in particular the African members who were to attend the Third African Regional Conference in Accra, asked that the Working Party should meet no earlier than 20 January or even just before the Governing Body session.

Mr. Bastid indicated that an earlier date would also raise difficulties for the African Employer members.

Mr. Ago objected that a working party did more effective work if its meetings were kept quite separate from Governing Body sessions. If the interval was too short, the Governing Body would be unable to study its conclusions and governments to form an opinion, and serious difficulties would ensue.

Mr. Mainwaring stated that his Government, which though not represented in the Working Party was keenly interested in its work, would have no real objection to receiving its report as late as 23 or 24 February, provided that the report was discussed only at the end of the Governing Body session, on 5 or 6 March.

Mr. Pozharsky noted that holding the Working Party's meeting just before the Governing Body session would allow some welcome savings in the budget.

Mr. Bergenström observed that the Employers could accept that solution, provided that any member of the Working Party with no commitments in Geneva during the first week of the Governing Body cycle—i.e. between the meeting of the Working Party and the sittings of the Governing Body itself—should be allowed to return home at ILO expense during the interval. In fact only one Employer member was in that position and the cost would be small.

Mr. Labhidi said that his Government could not agree to the Working Party's meeting immediately before the Governing Body session if its report was to be examined at that session. Some interval was essential.

The Chairman pointed out that the Working Party's report would have to be placed before the Governing Body immediately so that it could be submitted in time to the Conference.

Mr. Parodi felt that time should be allowed for consideration of a report which raised such complex issues between its distribution to, and examination by, the Governing Body. Besides, holding the Working Party immediately before the Governing Body session would have the disadvantage of keeping many members in Geneva for three consecutive weeks.

Mr. Mbathi agreed. The Office must be given time to distribute the papers arising out of the meeting...
to Governing Body members, who in turn would need time to consult their governments, particularly since the questions at stake related to the very structure of the Organisation. He therefore proposed holding the meeting in January, even at the cost of some sacrifice.

Mr. Ago proposed that the Working Party should meet during the week beginning on 26 January.

Mr. Pozharsky thought that the date now suggested combined all possible disadvantages. In the interval between the meeting of the Working Party and the Governing Body session its members would have to make an extra journey home and back to Geneva, but at the same time the interval was too short for the preparation of the report, its distribution to governments and its proper examination by them.

Mr. Bergenström and Mr. Möri agreed that the meeting should begin on 26 January.

The Governing Body decided that the Working Party on Structure should meet from 26 to 30 January 1970.

The Chairman then read the proposal concerning the financing of the Working Party’s meeting.

Mr. Pozharsky strongly objected. The proposed financing of the travel expenses of the Working Party’s members out of item 18 (unforeseen expenditure) of the budget was all the more regrettable in view of the quite unsuitable dates chosen for the Working Party’s meeting, which would not even facilitate the study of its report by governments.

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

Twenty-third Item on the Agenda: Programme of Meetings

First Paper

Fourteenth Session of the Asian Advisory Committee

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

Second European Regional Conference

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

Second Paper

Programme for 1969

Technical Governmental Conference on Rhine Boatmen.

The Governing Body took note of paragraph 1 of the Office paper.

Programme for 1970

Ninth Conference of American States Members of the International Labour Organisation.

The Governing Body approved 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 took note of paragraph 5 of the Office paper.

Joint ILO/IMCO Committee on Maritime Safety Training.

The Governing Body took note of paragraph 6 of the Office paper.


The Governing Body took note of paragraph 7 of the Office paper.

(The session was declared closed at 7.45 p.m.)

Approved by the Governing Body at the first sitting of its 178th Session, held on 3 March 1970.

Héctor Gros Espiell, Chairman.
APPENDIX I

Agenda

1. Approval of the minutes of the 175th and 176th Sessions.
2. Date, place and agenda of the 56th (1971) Session of the International Labour Conference.
3. Questions referred back to the Governing Body by the Committee on Programme and Structure set up by the International Labour Conference at its 53rd Session.
9. Report of the Commission appointed under article 26 of the Constitution of the International Labour Organisation to examine the complaints concerning the observance by Greece of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), made by a number of delegates to the 52nd Session of the International Labour Conference.
11. Reports of the Financial and Administrative Committee.
16. Reports of the Committee on Operational Programmes.
19. Composition and agenda of committees and of various meetings.
23. Programme of meetings.

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

Second Item on the Agenda: Date, Place and Agenda of the 56th (1971) Session of the International Labour Conference

Date

1. In keeping with the established practice, under which sessions open on the first Wednesday in June, it is proposed that the 56th (1971) Session of the International Labour Conference should open on Wednesday, 2 June 1971.

Place

2. It is proposed that the session should be held in Geneva.

Agenda

3. The Conference at its 56th Session will necessarily have before it the following items:
   - Report of the Director-General.
   - Programme and budget proposals and other financial questions.
   - Information and reports on the application of Conventions and Recommendations.

4. The following items are likely to be carried forward for second discussion from the 54th (1970) Session:
   - Trade union rights and their relation to civil liberties.
   - Protection and facilities afforded to workers' representatives in the undertaking.

5. The Conference will also have before it the seventh special report on the application of the Declaration concerning the Policy of Apartheid of the Republic of South Africa adopted by the Conference at its 48th Session, submitted by the Director-General in pursuance of the request in paragraph 6 of the operative part of the Declaration.

6. At its 174th Session (March 1969) the Governing Body included the following question in the agenda of the 56th (1971) Session of the Conference with a view to its examination under the single-discussion procedure:
   - Protection against hazards arising from benzene.

7. At its 175th Session (May 1969) the Governing Body decided to give further consideration at the present session to the following subjects:
   - (a) the World Employment Programme (general discussion);
   - (b) child labour (subject to review of title);
   - (c) paid educational leave;
   - (d) dock labour; and
   - (e) minimum age for admission to employment, medical examination, vocational training and certificates of competency of workers in inland navigation.

8. During the preliminary discussion of the agenda of the 56th (1971) Session of the Conference by the Governing Body at its 175th Session, a number of members observed that it would be unwise to include too many items for consideration by the Conference, since delegations had experienced increasing difficulty in giving adequate attention to all subjects put down for discussion. In general it was felt that the agenda might include four and not more than five technical items.

9. Of the new items that had been proposed, there was a general consensus of views that the World Employment Programme was the most important and merited first consideration. While it was recognised that it would be premature to decide on the relative importance of the other items mentioned, opinion was fairly evenly divided on the priority that might be assigned to them. On the suggestion of Mr. Waline, Employer member, a new item concerning inland navigation was added to the list.

The World Employment Programme (General Discussion).

10. The 56th (1971) Session of the Conference would seem to present a favourable occasion for consideration of technical issues connected with the World Employment Programme in the light of the new findings that will have emerged by then. When the 56th Session meets, the Third African Regional Conference (December 1969), the Ninth Conference of American States Members of the ILO (April-May 1970) and the Fourteenth Session of the Asian Advisory Committee (September 1970) will have examined the employment situation in their respective regions as well as the action being taken under the World Employment Programme. This assessment of the employment situation in the three major less-developed regions of the world on the basis of the latest information collected by headquarters, the regional teams and the proposed special missions may be expected to shed a new light on regional needs and resources and suggest new priorities and guidelines for ILO action. In these circumstances, a general discussion at the 1971 Session of the Conference would enable the ILO to review the whole situation before proceeding further with the implementation of the Programme. Such an exchange of views, to be really productive, would have to avoid certain pitfalls, such as indulging in generalities, going over ground already covered by the three ILO regional meetings and, above all, attempting a premature evaluation of the results achieved in the field of employment. The discussion would best serve its purpose if it were in the nature of a forward-looking examination, based on the additional knowledge acquired, of the tasks requiring special and concentrated attention under the Programme.

II. Within this framework the Conference could usefully direct its attention to a number of issues having a bearing on the successful further implementation of the World Employment Programme. It is suggested, for instance, that the Conference might draw up a tentative paper. A brief description of them is given in paragraphs 10 to 46 below.

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1. See first, second and third sittings.
2. The 1970 (Ordinary Session) of the Conference will be the 54th Session. It will be followed in the second half of 1970 by the 55th (Maritime) Session.
3. See Minutes of the 174th Session of the Governing Body, first sitting, p. 4, and Appendix II.
4. See Minutes of the 175th Session of the Governing Body, first sitting, p. 8, and Appendix III.
Minimum Age (Underground Work) Convention, 1965 (No. 123).

12. At its 1971 session the Conference might also look into the degree of support which the ILO is receiving from the international community for its activities under the World Employment Programme as an integral part of the strategy of the Second Development Decade. In this connexion, the Conference might give special consideration to strengthening the ILO's links with the major financing agencies and suggest ways and means of enlarging the co-operation of other international organisations, including those of the United Nations family, non-governmental agencies concerned with child welfare, financial and assistance, and other influential bodies like the universities, all of which have a contribution to make to the World Employment Programme.

13. Lastly, in the light of the conclusions reached on the above points, the Conference might consider the feasibility of formulating a long-term programme of concerted action by the ILO, by other international agencies and by member States to attain specific objectives in the employment field, possibly within the framework of the Second Development Decade, and the general tenor and main emphasis of such a programme.

Minimum Age for Admission to Employment.

14. At the 175th Session one of the subjects tentatively proposed was "child labour". This title was not favourably received by the Governing Body, and the law and practice report requested by the latter has therefore been renamed "minimum age for admission to employment".

15. The wish has been expressed on various occasions by both the Governing Body and the Conference that existing standards on this question should be reviewed in the light of new requirements and changing possibilities.

So far, ten Conventions on the minimum age for admission to employment have been adopted. Seven of these (Nos. 5, 7, 10, 33, 58, 59 and 60), including the three recently adopted, apply to the main economic fields of work: industry, non-industrial employment, agriculture and employment at sea. The other three (Nos. 15, 112 and 123) relate to particular occupational categories or industries: trimmers and stokers, fishermen, and underground work. All except those relating to fishermen and underground work were adopted before the Second World War. The latest revisions—those of the Conventions on employment at sea, industry and non-industrial employment—date back to 1936 and 1937.

16. The Conventions applying to agriculture and the original ones applying to industry, dating from any earlier period than 1919, have been subjected to review. At the 1971 session of the Conference, both at headquarters and at the regional and national levels, answer the requirements of the international effort to curb unemployment and underemployment. A preliminary survey might at the same time be made of the effectiveness of the steps taken to launch the World Employment Programme and of employment policies in general in so far as this can properly be gauged at such an early stage in the Programme, and member States could contribute their opinion on the practical value of any employment projects being undertaken by headquarters and the regional teams, especially their consultative activities in the matter of formulating or revising employment policies. In particular, the utilitarian considerations which it is proposed to send out to some countries from the end of 1969 onwards in connection with the codification of employment problems could be determined.

children below an appropriate minimum age are in fact child labour. It could shed light on the extent to which on the practical aspects of the still serious problem of the need to carry out their duties at the workplace and to assume their responsibilities as members of the community.

20. There is now wide acceptance of the proposition that education and training must be a continuous process throughout a worker’s career, not only because new technologies demand a high degree of versatility and mobility, but also because a substantial level of general education and an awareness of developments in social and economic affairs are necessary if the worker is to participate effectively in social, cultural and civic activities.

21. The proposal that paid educational leave should be examined by the Conference with a view to the adoption of an international instrument on the subject comes originally from a resolution adopted by the Conference at its 49th (1965) Session, by 207 votes to 41, with 15 abstentions. This resolution advocates the access of workers to various types of paid educational leave, as distinct from holidays with pay for recreational purposes, in order to give them the opportunity and incentive to acquire the further education and training which they need to carry out their duties at the workplace and to assume their responsibilities as members of the community.

22. The terms of the Conference resolution subsequently formed the basis for resolutions adopted by other organs of the ILO. The Advisory Committee on Salaried Employed Workers, at its Sixth Session (December 1967), adopted (by 70 votes to 41, with 10 abstentions) a resolution concerning paid educational leave for occupational and educational improvement, in which it invites the Governing Body to accelerate the necessary action to comply with the request of the Conference resolution for the adoption of an international instrument on paid educational leave, in view of the importance of this question for non-manual workers.

23. The Textiles Committee, at its Eighth Session (April 1968), adopted by 84 votes to 26, with 36 abstentions, a resolution concerning paid educational leave for workers in the textile industry. This resolution, after referring to the Vocational Training Recommendation, 1958 (No. 127), and to the importance of giving effect to the Conference resolution, stresses the urgency of providing all workers in the textile industry with opportunities “to raise their educational level, to improve their skills and, if necessary, to become vocationally retested” or to acquire a new skill. In this resolution attention is also drawn to the special problem in developing countries of illiteracy among textile workers, which is said seriously to hamper the economic and social development of those countries.

24. Certain other organisations, both international and regional, have in recent years evinced a marked interest in the subject of paid educational leave. For instance, at the Thirteenth Session of its General Conference (Pretoria, 1964), UNESCO adopted a resolution (No. 1252) relating to permanent education for adults, which invites States Members to consider the provision of facilities for the lifelong education of adults as an integral part of their education systems and also proposes, inter alia, that workers should be granted the leave—paid if possible—necessary for their training within the framework of permanent education. The Council of Europe has under consideration the possibility of establishing a European convention on educational leave and, as a basis for such an instrument, its Executive Committee is currently carrying out a research project on the various systems of educational leave practised in Western Europe.

25. At its 175th Session (May 1969) the Governing Body decided that a law and practice report or more detailed proposals on paid educational leave should be submitted to it at its 177th Session. Discussions in the Governing Body revealed fairly widespread interest in paid educational leave. For instance, several members from developing countries stressed the importance of the subject in the present economic and social situation of their countries. From the Employers’ side, the subject was seen as topical but complex, and one which could have different consequences in countries according as they are industrialised or in the course of development. A Worker member drew attention to the vital necessity of paid educational leave for young people, especially those who had had to leave school at an early age and whose financial situation would not allow them to benefit from general educational or vocational training courses unless they were paid for working time lost. Finally, a suggestion was made that in order to widen the scope of the paper its title should be changed to “Educational Arrangements for Workers”. This title would make it possible to include in the paper not only paid educational leave but also other means of providing education for workers, such as training on the job—a method which is well adapted to the needs of employers and workers in many occupations and of which a striking present-day example is the adaptation of workers to computerisation.

26. The appended law and practice report sets out the situation in a number of countries in respect of paid educational leave for (i) vocational training (including retraining); (ii) general education (ranging from literacy classes in some countries to education for cultural, social and civic activities in others); and (iii) trade union studies (workers’ education). To the extent possible the paper covers the existing institutional arrangements for these three types of paid educational leave in respect of both manual and non-manual workers, adult workers and young workers.

Social Repercussions of New Methods of Cargo Handling (Docks).

27. For a number of years far-reaching changes have been taking place in methods of handling cargo in ports and on board ships and the resultant change in the demand for cargo handling workers is anticipated to result in a spread in the future. While the technological progress they represent is to be welcomed for the great savings in time and costs which it brings, the introduction of new cargo-handling methods such as unit load systems (e.g. containers and pallets), roll-on roll-off and lighter aboard ship (“LASH”) techniques, has affected job opportunities and conditions of work of dockers and has given new urgency to the question of regularisation of employment and stabilisation of earnings. Although in recent years much has been done to provide more regular employment and stabilised earnings for dockworkers resulting from any reduction in the demand for their services and improve their conditions of work generally, problems still exist in almost all countries.

28. Apart from a reduced demand for dock labour, it is anticipated that the introduction of new methods of handling cargo will have other important consequences. It will almost inevitably call for a new, more co-operative approach to cargo handling on the part of dockworkers including the abandonment of restrictive practices, and for improved methods of training and retraining. Furthermore, in view of the importance of speeding up the turn-round of ships in port and the distribution of goods in

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general, the efficiency of port work will have to be increased. While many of the problems involved are technical, the efficient use of the new cargo-handling methods also presupposes some measure of preparatory research, making new methods and techniques of labour utilisation, and the co-operation of many different interests and groups. The greatest importance attaches to the creation and maintenance of a climate of confidence between employers and workers. Indeed, what is needed in many cases is a new understanding between the two parties on the basis of which dockworkers can accept the new technology and its consequences in return for guarantees of decasualisation, consultation in the matter of technological innovations, safeguards against redundancy, and improved conditions of work, safety and social security.

29. Several aspects of the conditions of employment of dockworkers have been examined in the past by various ILO bodies. Following the first official consideration of these questions by the ILO, the Inland Transport Committee at its Third Session (May 1949) adopted a resolution (No. 25 (1)) setting out the principles to be followed in promoting greater regularity of dock employment and referring to the measures to be aimed at in stabilising earnings. At its Sixth Session (March 1952) the Inland Transport Committee adopted two other resolutions which are relevant to the question of regularisation of employment. In Resolution No. 66 various measures are suggested to mitigate the consequences of the introduction of new equipment, while in Resolution No. 20 attention is drawn to the need for the greatest possible decasualisation of dock work and the hope is expressed that governments, management and labour will devise adequate programmes to that end. At its Eighth Session (November-December 1966) the Committee requested, in its Resolution No. 93, that appropriate tripartite meetings be convened to discuss, among other subjects, the regularisation of employment and income and the social repercussions of the introduction of unit load systems in the transport industry.

30. Giving effect to this resolution, the Governing Body decided, at its 172nd Session (May-June 1968), to convene a tripartite technical meeting on dock labour and placed these subjects on its agenda. The Tripartite Meeting on Dock Labour, which was held in Rotterdam from 14 to 25 April 1969, stressed the importance of ensuring that workers in the dock industry should benefit from the advantages which new cargo-handling methods provide, and urged that steps be taken to cushion harmful social repercussions. While recognising that many of the factors which condition the introduction of new cargo-handling methods were outside the competence of the ILO, the Meeting, after having satisfactorily dealt with other international organisations, the Meeting recommended that the Director-General should, as a matter of urgency, submit proposals for early Conference discussion of an item relating to the social repercussions of new methods of cargo handling, with special reference to regularisation of employment and stabilisation of earnings, with a view to the adoption of an international instrument.

31. In its conclusions on this subject the Meeting considered five main topics: the impact of changes in cargo-handling methods, regularisation of employment and income, labour-management relations, efficiency of work in ports, and conditions of work and life.

32. The Meeting felt that the social effects of containerisation would depend on the speed with which it was introduced, and that forward manpower planning was

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methods of cargo handling, in terms of earnings, hours, holidays and general conditions of work.

37. It would seem that the above conclusions give a good idea of the possible scope of an international instrument on this subject, the main thrust of which, as the Meeting recommended, would be directed to regularisation of employment and stabilisation of income in the dock labour force. If the Governing Body includes this item in the Conference agenda for 1971, the Conference will have its first opportunity to lay down standards designed to ease the transition and facilitate social adjustment to technological innovations.

38. The attached law and practice report examines the implications of the problem, outlines the international action already taken in the matter, and gives a comprehensive review of the position obtaining in the various countries regarding the maintenance of registers and other methods of regularising employment, and minimum guaranteed income and systems of payment of dock-workers.

Admission to Employment in Inland Navigation: Medical Examination, Vocational Training and Competency Certificates.

39. It will be recalled that the Meeting on Conditions of Work in the Inland Water Transport Industry (Geneva 22-30 October 1968) considered the question of a minimum age for admission to employment, medical examination, vocational training and certificates of competency of workers in inland navigation. Concluding that there was an urgent need for the adoption of international minimum standards on these questions for the inland water transport industry, the Meeting unanimously adopted a resolution in which it requested that urgent steps be taken with a view to the preparation of international instruments, based on the conclusions reached by the Conference. On a suggestion made by Mr. Waline at its 175th Session (May 1969), the Governing Body, after having considered the report of the Meeting, requested the Director-General to prepare for the present session a law and practice report or more detailed proposals on the subject.

40. Conditions of work in the inland water transport industry had already received the attention of the ILO Inland Transport Committee on various occasions. At its Third Session (Brussels, May 1949) the Committee adopted a number of resolutions proposing, inter alia, that the employment of children under 14 years of age on inland water vessels should be prohibited and that the employment of children under 14 years of age on board seagoing and fishing vessels, it is felt that the economic activity generally, while the Vocational Training (Seafarers) Recommendation, 1946 (No. 77), and the Vocational Training (Fishermen) Recommendation, 1946 (No. 123), specify generally the need for the establishment of such standards, as has already been done in the case of seafarers and fishermen.

41. In the field of vocational training the ILO has adopted several Recommendations but no Convention dealing solely with this subject. The Vocational Training Recommendation, 1962 (No. 117), is intended to apply to economic activity generally, while the Vocational Training (Seafarers) Recommendation, 1946 (No. 77), and the Vocational Training (Fishermen) Recommendation, 1946 (No. 123), relate specifically to requirements in those industries. Adoption of employment by the Conference of a comprehensive review of international standards and the implications of the problem, outlines the international action already taken in the matter, and gives a comprehensive review of the position obtaining in the various countries regarding the maintenance of registers and other methods of regularising employment, and minimum guaranteed income and systems of payment of dock-workers.

42. The position has changed since the Meeting on Conditions of Work in the Inland Water Transport Industry was held, in that a more comprehensive approach is now envisaged to the subject of minimum age for admission to employment, which will, in inland navigation together with other matters. The question of minimum age for admission to employment in inland navigation is therefore dealt with under the general item on that subject, that is under item (b) of the proposed agenda for the 1971 session of the Conference.

43. Standards concerning the medical examination of both young persons and adult workers have been laid down in certain national labour laws and regulations, but so far it has not proved possible to give effect to this plea.

44. Similar considerations would seem to apply to the question of certificates of competency. The technological and organisational changes taking place in the inland water transport industry have raised skill requirements for some categories of boatmen and have introduced a number of important new skills, such as the ability to navigate by radar, thus creating a general need for demonstrable evidence of the possession of the required competency. On the other hand, national practice in the matter of certificates of competency shows wide variations, with some countries awarding no certificates, others issuing them for only certain higher categories of boatmen, and others issuing them for any category as many as ten or even a dozen categories. The situation seems to argue for a regularisation of practices in this field through the adoption of appropriate international standards, such as already exist for seafarers and fishermen in the form of the Officers' Competency Certificates Convention, 1972 (No. 116), the Certification of Ships' Cooks Convention, 1946 (No. 69), the Certification of Able Seamen Convention, 1946 (No. 74), and the Fishermen's Competency Certificates Convention, 1966 (No. 125).

45. The appended law and practice report makes a comprehensive review of international standards and
national law and practice in respect of the medical examination of boatmen, standards of vocational training and the issue of competency certificates to persons engaged in inland navigation.

47. In the light of the proposals and reports submitted to it in this paper and its appendices concerning the following subjects:
   (a) the World Employment Programme (general discussion);
   (b) minimum age for admission to employment;
   (c) paid educational leave;
   (d) social repercussions of new methods of cargo handling (docks); and
   (e) admission to employment in inland navigation: medical examination, vocational training and competency certificates,

the Governing Body is invited to determine the agenda of the 56th (1971) Session of the International Labour Conference.

Supplementary Note

Statement by the Observer Representing the World Federation of Trade Unions

The following statement by the observer representing the World Federation of Trade Unions (WFTU) is circulated with the permission of the Officers of the Governing Body:

(Translation)

Item 2 of the Agenda: Date, Place and Agenda of the 56th (1971) Session of the International Labour Conference

The World Federation of Trade Unions proposes that the three following technical questions be placed on the agenda of the 56th (1971) Session of the International Labour Conference:

(a) the World Employment Programme (for general discussion);
(b) minimum age for admission to employment;
(c) paid educational leave.

Questions (a) and (b) call for comment by the WFTU. The WFTU considers that the World Employment Programme should be on the agenda of each session of the Conference—as part of the content of the Report of the Director-General, as a technical item or in any other way—throughout the whole of the Second Development Decade.

The World Employment Programme recently received the support of the Seventh World Trade Union Congress, held in Budapest from 17 to 26 October 1969, which also adopted a resolution concerning the need to intensify action to eradicate unemployment and promote full employment.

Since it forms part of ILO activities, this question will naturally come before the Conference in the second part of the Report of the Director-General.

However, the WFTU considers that that is not sufficient, in view of the fundamental importance of this question to the ILO and to workers, especially workers in developing countries.

The WFTU proposes that at each of its sessions the Conference should make a thorough study of one or several priority questions likely to make an effective contribution to the drawing up and implementation of national policy relating to employment expansion and the promotion of full employment. These studies might concentrate on such urgent and essential subjects as reform strategy, especially in respect of rural employment; the encouragement and selection of investments with a view to employment expansion; co-ordination and concentration of the technical co-operation activities of the United Nations agencies; the role and development of the state sector of industry with a view to stimulating employment; functional literacy programmes, vocational training and rehabilitation programmes and refresher courses for workers in order to expand employment; the effect of international trade on national employment policy, etc.

The placing on the agenda of an item on the age of admission to employment would make it possible to fill certain gaps in existing legislation, having regard to technical developments and the raising of the school-leaving age.

The WFTU further considers that the discussion of this question, which is basic to the future of millions of young persons and millions of children, should provide an opportunity for examining international action to promote and stimulate national efforts.

The WFTU is convinced of the need further to develop co-operation between the ILO, UNESCO and FAO in respect of literacy and pre-vocational and vocational training, especially in developing countries, in order to help children to attend school and young persons to secure employment in agriculture or industry.

The WFTU also has in mind the opportunities offered by the World Food Programme of the FAO whose role might be extended in co-operation with UNESCO and ILO projects and activities.

The World Food Programme, which is already making a contribution to some vocational training projects and projects of other types, at the request of governments, should extend that contribution to other activities which could be stimulated by international inter-agency action so as to provide help in the immediate future to children and young persons from the poor categories of the population in developing countries and enable them to attend primary, pre-vocational and vocational schools up to the age of admission to employment.

The extension and co-ordination of the contribution of the World Food Programme would strengthen the efforts being made by governments, either independently or with the support of trade unions and undertakings, to establish school canteen networks, find sponsors, collect school and laboratory equipment, etc.

International action has a duty to help ensure that the work of children and young persons of school age ceases to be, as it still is today, an economic necessity in many developing and advanced countries.
APPENDIX III

Third Item on the Agenda: Questions Referred Back to the Governing Body by the Committee on Programme and Structure Set Up by the International Labour Conference at Its 53rd Session


2. The Committee on Programme and Structure set up by the Conference to consider this item submitted a first report covering questions of Programme dealt with in the first and second reports of the Working Party. The report was adopted by the Conference and the suggestions contained in it will be taken into account through the normal programming machinery of the ILO.

3. The second report of the Committee on Programme and Structure covered questions of structure. The Committee pointed out that its discussions had made clear that the issues which many members of the Committee regarded as of major and urgent importance included—

(1) the composition of the Governing Body, including the relationship between elective and non-elective seats, and the relationship between the Employers' group and socialised management not represented as such therein;

(2) whether the Conference should play some part in confirming the appointment of the Director-General;

(3) composition of meetings of experts and advisory panels established by the Governing Body.

4. On the recommendation of the Committee, the Conference decided to refer these specific questions to the Governing Body, together with the full record of the Committee's discussions. It requested the Governing Body to examine them further and to submit proposals to the next session of the Conference, which should set up a separate Committee to examine them.

5. The Conference further decided that the other questions contained in the three reports of the Working Party dealing with structure should also be referred to the Governing Body, together with the full record of the Committee's discussions, and that the Governing Body should be requested to examine these questions, to take appropriate action in respect of as many of them as possible and to report back to the Conference in respect of such of them as might call for further Conference action.


7. The Governing Body is invited to consider, at its present session, how it wishes to proceed in dealing with the questions on which it is requested to submit proposals to the next session of the Conference.

8. The Director-General will submit to an early session of the Governing Body a paper recapitulating the other questions covered by the three reports of the Working Party dealing with structure, indicating how far action has already been taken in respect of them and suggesting how the Governing Body might deal with those of them calling for further Governing Body or Conference action.

1 See third and eighth sittings.
APPENDIX IV

Fourth Item on the Agenda: Contribution of the ILO to the United Nations Second Development Decade

1. At its 174th Session (March 1969) the Governing Body decided, after noting the decisions taken at the 23rd Session of the General Assembly of the United Nations with regard to the preparations for a Second Development Decade, to begin at its 175th Session a full examination of the contribution of the ILO to the Decade. As requested by the Governing Body on the same occasion, the following preliminary note is now submitted concerning the nature of that contribution.

The General Nature of the ILO's Contribution

2. Experience of the First Development Decade has shown that social progress and rising living standards for all sections of the population do not automatically follow economic growth but have to be consciously striven for and planned through various measures, and that improvements in living standards and closer integration of human factors in the economic process have an important bearing on the pace of economic development. As the Declaration of Philadelphia emphasises, economic development is a means of achieving such fundamental goals as material well-being and spiritual development in conditions of freedom and dignity, economic security and equal opportunity for all human beings irrespective of race, creed or sex, and "all national and international policies and measures, in particular those of an economic and financial character, should be judged in this light and accepted only in so far as they may be held to promote and not to hinder the achievement of this fundamental objective".

3. In its contribution to the joint international effort in pursuit of the aims of the Second Development Decade, the ILO will accordingly endeavour to ensure that due weight is attached to the social objectives enunciated in its Constitution and in the Declaration of Philadelphia.

4. As far as can be anticipated at present, the international development strategy is likely to consist in the establishment of a set of economic and social objectives and in the formulation and implementation of a parallel set of measures to be taken by both developing and advanced countries with a view to achieving those objectives. Within this broad framework the ILO's contribution will be to help the developing countries to achieve the following social objectives in their development process:

(a) the development and utilisation of human resources;
(b) the active participation of the population in the national development efforts; and
(c) a widespread sharing of the fruits of economic progress.

Main Elements of the ILO's Contribution

5. Although it is not yet possible to present a comprehensive and detailed description or analysis of the contribution of the ILO to the Second Development Decade, the main elements of its contribution to the attainment of the above-mentioned three social objectives can be briefly indicated. They are reflected in the draft Programme and Budget for 1970-71, which was adopted by the Governing Body at its 174th Session and is to be submitted to the Conference at its 53rd (1969) Session.

Development and Utilisation of Human Resources.

6. The ILO makes employment the principal focus of its action because, as is now generally recognised, the provision of productive employment for a labour force which is increasing at a staggering rate will be a most urgent social problem confronting the developing countries in the next ten years. It is clear from the experience of the First Development Decade that without a built-in employment objective economic development is not likely to lead to an adequate development and utilisation of human resources or to widespread sharing of the increased income, or to win popular support and participation.

7. The formulation and implementation of appropriate employment policies can contribute to economic growth as well as promote participation in the tasks involved and ensure fairer sharing of the benefits of economic development. This is partly because it is necessary to ensure that the manpower needed for development schemes becomes available as and when required—and this is also the most obvious justification for including a section on the use of human resources in any development plans—and partly because it is desirable, in order to speed up economic development, to make fullest possible use of all the means of production, including human as well as other resources.

8. The World Employment Programme rests on these basic considerations. Its prime purpose is to assist in the formulation and implementation of programmes for attaining the highest possible level of productive employment and for meeting the training needs arising from this goal within the framework of over-all national development policies. Special attention will be paid to measures for rural development, youth employment, labour-intensive public works and the promotion of labour-intensive products and of labour-intensive or intermediate techniques of industrial production that can be efficiently used in the particular country concerned.

Active Participation of the Population in National Development Efforts.

9. Achievement of the economic and social objectives set for the Decade will inevitably entail the creation of institutions, organisations, systems and procedures to enable a modernising society to function efficiently by making the social climate favourable to the whole process.

10. Social institutions, in other words, are bound to play a fundamental part in the formulation and implementation of development programmes. It is through them that development measures can strike lasting roots in

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1 See third and fourth sittings.
2 See Minutes of the 174th Session of the Governing Body, sixth sitting, and Appendix XV, para. 21.
society and the difficult shift from a subsistence to a modern economy can be carried out and made acceptable to the population as a whole. The ILO, by virtue of its tripartite structure, can and should make a key contribution to this through its major programme dealing with social institutions.

Sharing the Fruits of Economic Progress.

11. The growth in output on which the First Development Decade quite rightly laid stress is, however, only a precondition of economic and social progress. If the full potential objectives set out in paragraph 9 above are to be achieved, it is also essential that this higher output should benefit everybody, especially the hitherto worst-off sections of society, instead of being diverted to a small group. This in fact will be the only way of avoiding the kind of tensions that will endanger the process of growth itself, and of motivating the labour force so that the entire community shares fully in the development effort. It is here above all that the promotion of fair and rational systems of worker's remuneration, especially in the form of wages machinery and policy, has its part to play.

12. Of course, the expansion of employment emphasised earlier will to some extent motivate the workers to take a larger share in the product as hitherto underemployed or unemployed individuals become productive. But this is not enough to ensure that the social objectives of development are achieved. It is also essential that the workers' share should be a fair one, in other words that they should be protected against any exploitation. It is also necessary that the conditions in which they have to work should be safe and healthy, both materially and morally, and compatible with their self-respect. Lastly, those members of the population who are physically or mentally disabled from taking part in production themselves, whether temporarily or permanently, must also be given the opportunity of leading decent, honourable lives. The main programme dealing with conditions of work and life expectancy will enable the attainment of general objectives of work, occupational safety and health and social security, is thus of vital importance in the achievement of the ultimate objectives of the Second Development Decade.

Institutional Arrangements and Co-operation with Other International Organisations

13. However, the ILO's contribution to the Second Development Decade will depend to a large extent on co-operation with other international organisations. This applies in particular to the World Employment Programme and the major programme on human resources development, but the conditions of work and life programme and the social institutions development programme also call for inter-agency co-operation, in particular co-operation with FAO and UNIDO as well as UNDP. Such co-operation has already been established and will be further developed.

14. The ILO is accordingly contributing in full measure to the preparations for the Second Development Decade. At an early stage in the preparatory work, the ILO's views on a number of questions were expressed in its reply to a questionnaire sent by the United Nations to other organisations in the United Nations system concerning the preparation of a preliminary framework of international development strategy for the nineteen seventies. 1 Drawing on the comments supplied by those organisations, a paper entitled "The Second Development Decade: Preliminary Framework for an International Development Strategy" was issued by the United Nations and discussed at a meeting of the ACC Subcommittee on the Development Decade held in New York from 11 to 13 March 1969. A revised draft document, taking account of comments made by the representatives of the various international organisations, including the ILO, and reflecting also the views of the Committee for Development Planning and the Preparatory Committee for the Second Development Decade, which had been instructed to formulate an international development strategy. The revised paper is to be completed in time to enable the General Assembly to launch the Second Development Decade at its 25th Session, in 1970. The ILO is to continue to be associated closely with all this preparatory work until its completion.

15. It is expected that the strategy for the Second Development Decade will include arrangements for periodic reviews and appraisals of progress towards the objectives of the Decade, though the nature of those arrangements has not yet been decided. It may be that under such arrangements there will be opportunities from time to time for reviews of processes of countries towards achieving employment objectives as well as other objectives.

First Supplementary Note

1. At its 175th Session the Governing Body postponed consideration of the questionnaire sent to the 175th Session of the Assembly by the paper prepared for the 175th Session is accordingly being reissued and is supplemented by the present paper containing up-to-date information.

2. The original paper contained information about the general nature and main elements of the ILO's contribution to this programme, on which there is for the present nothing to add. The account of institutional arrangements and other international organisations given in paragraphs 13 to 15 of the original paper needs, however, to be brought up to date.

3. The machinery through which preparations for a Second Development Decade programme are being handled comprises, besides the Administrative Committee on Co-operation (ACC) and its Subcommittee on the Development Decade, the Committee for Development Planning (a committee of Experts appointed by the Secretary-General), the Preparatory Committee (an intergovernmental committee constituted by the addition of twenty-seven countries, making fifty-four in all, to the Economic Committee of the Economic and Social Council, the Economic and Social Council itself and the General Assembly.

4. The ILO was represented at the Fourth and Fifth Sessions of the Committee for Development Planning (New York, March 1969, and Bangkok, May 1969). In response to a request to specialised agencies formulated by the Committee at its Fourth Session, the ILO prepared for the Fifth Session a paper entitled "Some Problems of Establishing an International Employment Norm or Norms" 4, was discussed. ILO views were taken into account in the Committee's report on its Fourth and Fifth Sessions. 5

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1 For the implementation of the Programme, working arrangements need to be established with other international organisations such as the United Nations and its regional economic commissions, FAO, UNESCO, UNIDO, UNCTAD, UNICEF, UNDP, the World Bank, the regional development banks, the World Food Programme and the OECD. Some of the arrangements which are already contributing to the World Employment Programme. For instance, under the Ottawa Plan, the Latin American regional plan includes, in addition to the five experts (including the team leader) supplied by the ILO, other experts supplied and financed by FAO, UNESCO, the Economic Commission for Latin America and the Inter-American Development Bank. Consultation relating to the World Employment Programme are also taking place with the World Bank. It is to be hoped that as the Programme develops other international organisations will be associated in its implementation.

2 The ILO's replies were reproduced, along with the replies of certain other international organisations, in United Nations document E/AC.56/L.30 of 13 January 1969, which was submitted to the Committee for Development Planning at its Fourth Session (17-21 March 1969) and to the Preparatory Committee for the Second United Nations Development Decade at its Second Session (14 April-3 May 1969). The questionnaire itself is contained in United Nations document E/AC.56/L.2 of 21 March 1969.

3 Document E/AC.56/L.14 of 12 February 1969, also submitted to the two meetings mentioned in the previous footnote.

4 See Minutes of the 175th Session of the Governing Body, first sitting, p. 8.


5. The ACC, in July 1969, adopted a statement on the Second Development Decade, which is appended to this paper and in the preparation of which the ILO played an active part.

6. The Preparatory Committee for the Second Development Decade met for its Third Session in Geneva in July 1969 and was addressed by the executive heads of the ILO, WHO, FAO, UPU, UNESCO, UNIDO, and UNCTAD, the Chairman and Vice-Chairman of the Committee for Development Planning and the Chairman of the Advisory Committee on the Application of Science and Technology to Development. The statement of the Director-General of the ILO was received with evident interest in the Committee, eliciting questions or observations from fourteen members, to which the Director-General replied. The text of his statement and of his reply to a question asked by several members of the Committee regarding the setting of employment targets or norms are attached (Annex A).

7. In its report on its Third Session the Preparatory Committee expressed appreciation for the contribution made to its work through the statements listed above and decided that the texts of the statements should be issued as an official document. The Committee took note of the opinion of the Director-General for Development Planning that it was possible for the developing countries as a whole to achieve an average annual rate of expansion of 6 to 7 per cent in gross product. The Committee assumed that, for the time being, the organisations concerned were proceeding on the assumption of an annual average rate of growth of 6 per cent during the Decade. It was agreed that the objective during the Decade should be to promote sustained growth, especially in developing countries, leading to higher standards of living, full employment and conditions of economic and social progress and development, so as to facilitate the process of narrowing the gap in living standards between developed and developing countries.

8. The Committee took note of suggestions of the Committee for Development Planning regarding rates of increase considered attainable in agricultural output, manufacturing output, savings ratios and capacity to import. In addition, the Committee took note of the suggestions relating to targets and objectives in such areas as agriculture, industry, employment, education and health contained in the statements made before it by the executive heads of a number of organisations of the United Nations system. The Committee decided to consider the suggestions in these areas at a later session, taking into account the aforementioned and further suggestions of the Committee for Development Planning and those to be received from the organisations concerned on the basis of a detailed analysis of the relevant implications. The Committee requested these organisations to give their suggestions as early as possible but not later than the end of November 1969.

9. The report of the Preparatory Committee was considered by the Economic and Social Council at its 47th Session (July 1969). The Director-General's statement to the Council in plenary sitting is attached (Annex B). In addition, a statement dealing in more detail with the Second Development Decade programme was made on behalf of the ILO in the Economic Committee. The statement stressed the importance attached by the ILO to the Second Development Decade programme as providing a framework for a concerted attack on a wide range of problems without which there could be no satisfactory solution to employment problems. The statement emphasised the need for widespread participation in and understanding of development plans and policies, including participation by representatives of employers and workers.

10. The Economic and Social Council adopted a resolution in which, among other things, it agreed that the international strategy for the development of employment should consist in principle of the following: (a) a preambular declaration; (b) the specification of objectives; (c) policy measures designed to fulfil those objectives; (d) a review and appraisal of both the objectives and the policies, and (e) the mobilisation of public opinion. The resolution pointed out that the Trade and Development Board, which had failed to reach agreement on the UNCTAD contribution to the Second Development Decade in time for the submission of an agreed statement on the subject to the Council at its 47th Session, had agreed to make the maximum efforts at its resumed Ninth Session (which is to be held in February 1970) to reach agreement on the outstanding matters, and hoped that the contribution of UNCTAD would be finalised by the Board at that session. Finally, the resolution called upon the governments of member States and the Organisations of the United Nations system to make additional efforts in their contributions to the preparatory work for the Decade so that a preliminary draft of the international development strategy could be submitted to the General Assembly at its 34th Session through the Economic and Social Council at its resumed 47th Session, with a view to finalising it early in 1970.

II. The Preparatory Committee for the Second Development Decade held its Fourth Session in New York from 26 September to 8 October 1969. It agreed on a draft preambular declaration to be used as a basis for further work with a view to arriving at a final text at a later date. This draft states, among other things, that:

The ultimate objective of development must be to bring about sustained improvements in the well-being of the individual and bestow benefits on all. If undue privileges, extremes of wealth and social injustices persist, then development fails in its essential purpose. It calls for a global strategy based on joint action concentrated on by developing and developed countries in all spheres of economic and social life: in industry and agriculture, in trade and finance, in employment and education, in health and housing, in science and technology.

For the rest, the Committee examined arrangements for the continuing review and appraisal of objectives and policy measures and for the mobilisation of public opinion.

12. In response to the requests addressed to the organisations of the United Nations system by the Preparatory Committee and by the Economic and Social Council, the Office is preparing a further paper on the possibilities of setting an international employment norm or norms. In discussing this question in the Preparatory Committee on 7 July the Director-General said:

The ILO believes that as a minimum a Declaration on the Second Development Decade adopted by the General Assembly should include international endorsement of the idea that countries should, wherever possible, set national employment targets, or at least define the objectives of their employment policies in quantitative terms. Whether a more specific international employment norm or norms is possible is a question on which work is proceeding and on which no final conclusion has yet been reached.

This remains the position. Some of the difficulties were discussed briefly by the Director-General in his reply to questions in the Preparatory Committee. The paper which the Office is currently preparing takes account of the discussion of the Office's first paper on the subject prepared for the Fifth Session of the Committee on development planning, and is to be submitted to the ACC Subcommittee on the Second Development Decade with the

2 Only the text of the Director-General's reply to a question is reproduced. The text of his statement to the Preparatory Committee is reproduced in United Nations document A/AC.141/L.8 (pp. 32-38).
4 See documents A/AC.141/L.8 and L.8/Add.1.
7 See Annex A.
intention that it would thereafter be submitted, modified as necessary in the light of this discussion, to the Preparatory Committee.

ANNEX A

TEXT OF THE REPLY OF THE DIRECTOR-GENERAL OF THE INTERNATIONAL LABOUR OFFICE TO CERTAIN QUESTIONS PUT BY THE PREPARATORY COMMITTEE FOR THE SECOND DEVELOPMENT DECADE, 7 JULY 1969

Q. Is it possible to set precise employment targets (a) at the national level and (b) at the international level?

A. This is a more difficult task than might be imagined, mainly because of the difficulty of defining "a job", in a developing country, particularly in the rural areas. A target set in terms of the numbers of wage-earning jobs to be created would clearly be inadequate, since the bulk of the labour force in developing countries are not wage earners. Some 70 per cent of the population of developing countries still lives in rural areas, where men, women and children all contribute to production, and there is often no clear distinction between members of the labour force on the one hand and dependents on the other; in some cases very concept of unemployment may have little meaning. There are many causes of underutilisation of labour, and each cause has to be dealt with separately.

This is why governments that wish to define the objectives of their employment policies in quantitative terms may have to do so initially in terms other than numbers or percentages of employed or unemployed persons. Different quantitative objectives can be set for different elements in an employment policy aimed at dealing with the main causes of under-utilisation of labour, or at improving the position of different categories of the labour force. For example, for dealing with unemployment due to landlessness, a target figure might be adopted regarding the area of new land to be brought under cultivation, or the area to be redistributed, or the number of plots to be provided for landless cultivators, during a planning period. For dealing with underemployment due to low intensiveness of agricultural production, target figures might be adopted regarding numbers of additional agricultural extension officers to be appointed, increases in the supply of fertilisers or high-yielding seeds, and so on. For overt urban unemployment it might be adopted as a target the number of new or rehabilitated urban public works, and quantitative indications could be given of fiscal changes intended to promote the employment of more labour by private enterprise.

Separate targets like these, for separate categories of people (and there are other categories to which special attention would also have to be given, such as the educated unemployed, young school leavers and those underemployed in the overcrowded service sectors), could scarcely be aggregated into any single or simple national employment target, unless in the form of a target that for no category of unemployed person would the employment situation be allowed to deteriorate, and that for some of them defined improvements would be brought about. But for each category separately it would be helpful to turn our thoughts to the review—which is of course one of the main advantages of defining policy objectives in quantitative terms.

According to the experiences of developing countries, to set single or simple national employment targets, it is still more difficult to aggregate national aspirations regarding employment promotion into one or a few simple international employment norms. The purpose of attempting to do so would be to encourage governments to give due weight to employment objectives in their national policies. This process of harmonisation and standardisation in the planning of the Second Development Decade adopted by the General Assembly should include international endorsement of the idea that countries should wherever possible set national employment objectives in line with the international employment policy and that for no category of unemployed person the employment situation would be allowed to deteriorate. This is one of the main advantages of defining policy objectives in quantitative terms.

The necessary internationalisation of employment policies is a crucial element in the planning of the Second Development Decade. In the same vein, the statement by the ACC on the Second Development Decade emphasised the social elements which, in a successful strategy for development, should form an integral part of the over-all effort.

Both of these statements are indicative of an increasingly strong trend in current thinking on development policy. Nevertheless, in the discussions held in a number of international meetings, the recent weeks, questions have been raised as to whether the adoption of social objectives in development would not act as a constraint on economic growth. The question has also been raised as to whether it is desirable to risk compromising economic growth in order to make room for social advancement when the increased economic growth is needed precisely to support the cost of these new programmes. I should like to ask you frankly about these questions frankly with you. In doing so, I shall attempt to explain why, as the membership of the ILO has been so long, the promotion of employment and development is sound, both economically and politically, in addition to meeting a right and fulfilling a deeply felt aspiration of men and women everywhere.

I shall, in this effort, be discharging the mandate given to me by the representatives of governments, employers and workers, during the recently concluded fiftieth anniversary session of the International Labour Conference, to do all in my power to ensure that the Second Development Decade leads to more significant social progress, to a more equitable distribution of the fruits of development than has been the case heretofore, and that it is integrated into the development strategy which includes the goal of significantly higher levels of employment. I would also hope, in continuing the constructive dialogue which was begun in the Preparatory Committee for the Second Development Decade, in order to make a contribution to our collective thinking on development and employment policy which will lead to the kind of coherent and comprehensive approach which is necessary if our efforts are to be successful.

Unemployment is not only wasteful in economic and human terms; it can also be politically destructive. During the lifetime of many of us here today, the despair of large numbers of workers, whose sense of purpose and dignity was destroyed as a result of their losing the opportunity of earning a livelihood, gave rise to pressures for drastic and sometimes violent remedies; where these pressures got out of hand, great destructive forces were unleashed which unquestionably contributed in large measure to world-wide conflagration.

Today, the main long-range threat to world peace lies in the developing regions of the world. There, the peasants, the landless agricultural workers, the young people with neither jobs nor skills, and the inhabitants of the slums and shanty-towns of urban areas, are at the centre of our members' concerns. The passivity and resignation with which their parents and grandparents accepted their lot is giving way to new aspirations, partly as a result of their seeing the despair of large numbers of their parents and grandparents, and partly as a result of being exposed increasingly to glimpses of the affluence which surrounds them. To them, it is becoming more and more apparent that a job and a good one are within their grasp. Yet for these very people, who constitute the great majority of the world's population, the efforts made during the past decade have not brought perceptible improvement in their circumstances. And more than that, during the First Development Decade the employment gap has widened and may well become even more frightening since, in the next ten years, some 226 million people will be added to the labour force of the developing countries. These people, in ever-growing numbers, are demanding a better deal from life, and they are demanding, first of all, jobs.

There is not only social unrest to consider. Economic growth without a corresponding increase in employment creates the third major problem facing developing countries. And because they do not enjoy the fruits of the very considerable effort which development requires they can scarcely be expected to feel a commitment to the success of that effort. Moreover, more widespread opportunities to earn incomes from productive employment will lead to a greater and more widely diffused purchasing power and thus to the creation of the mass markets which are essential to effective development.

The assumption has been made by some that rapid development and employment promotion are mutually exclusive. If we follow the development that has taken place in totally different countries, namely Sweden and Japan, neither very well endowed with natural resources but both having demonstrated strikingly rapid and steady economic growth, we will see that in each case growth has been accompanied by virtually full employment. And this employment position, far from retarding the rate of growth, has been a central element in the growth.

ANNEX B

TEXT OF THE STATEMENT MADE BY THE DIRECTOR-GENERAL OF THE INTERNATIONAL LABOUR OFFICE TO THE UNITED NATIONS ECONOMIC AND SOCIAL COUNCIL, ON 21 JULY 1969

In his opening message to this session of the Council, the Secretary-General made a plea for a broad approach to the concept of development which will underlie and inspire the planning of the Second Development Decade. In the same vein, the statement by the ACC on the Second Development Decade emphasised the social elements which, in a successful strategy for development, should form an integral part of the over-all effort.
This leads me to the equally important point that rapid growth necessarily involves changes in production methods, job content and employment structure. I need not dwell on the problems associated with the reconversion of declining traditional industries in developed countries, which I know well to you. In the developing countries an even larger employment redistribution problem arises; in many countries the sector in which the over-worked and under-paid are employed is one in which new skills and education are the means at his disposal. This requires motivation as well as capital expenditure—as well as determined leadership. A great deal of hard work, which must be performed only if the rewards for so doing are both visible and reasonable. In order to be fruitful, the effort of the individual worker should be rewarded by a corresponding effort on the part of the managers of production, public and private.

The position of the International Labour Organisation is, that if the various conditions I have stated are met, employment will not constitute a constraint on growth, but will furnish an essential element of rapid growth itself. But the question we must put to ourselves is whether these conditions can in fact be met.

To my mind, the answer is definitely in the affirmative. This is true even though, in some sectors, technological requirements may necessitate capital-intensive methods of production which will not create additional jobs and may in fact even reduce the number of jobs; for example one cannot produce new chemicals on a small scale and economic basis by traditional crafts and labour-intensive methods. In our view, however, developing countries with a surplus of labour and an abundance of capital should be able to concentrate production, and investment, in those sectors of both industry and agriculture where modern production techniques are by their very nature more labour-intensive. In saying this, I do not mean to suggest that there is no place for modern capital-intensive technology in developing countries. What I am saying is that any country which chooses to confine capital-intensive techniques to uses in which they are clearly cheaper and more efficient in real terms than more labour-intensive techniques could thereby save considerable capital which could be used to provide more employment.

It is a major task for developing countries to produce, through relatively labour-intensive methods, goods which are fully competitive, in terms of quality and cost, with those of the most advanced industrial countries. Much of the emphasis on the need for Development Decade has demonstrated that even if economic growth is accelerated it will not by itself suffice to absorb the rapidly growing labour force of the developing countries unless the patterns of production, which were originally devised in the industrialised countries to meet the problem of relative scarcity of labour and abundance of capital, are adapted to take account of the opposite situation which prevails in most developing countries.

Well-designed, uncomplicated tools and implements—whether used in small-scale or large-scale modern, efficient methods of organic and inorganic work, effective training and retraining, and an adequate diet, can often make labour-intensive manual methods as efficient as capital-intensive techniques, and in some construction projects. They can to some extent afford a starting point for projects where only minimal amounts of capital can be made available, thus providing jobs without sacrifice in increasing efficiency and productivity.

Efforts should be made to pursue vigorously the work which has been initiated in developing techniques that are most suited to these conditions. And I would point out that they are not only much more labour and less capital than methods developed in the industrialised countries. The effort to find solutions to this challenging problem will offer great scope for co-operation between the United Nations and industrialised countries, and for those who have already offered and given by our sister organisations, including UNESCO, FAO, the United Nations Development Programme, the Inter-American Development Bank and the Economic Commission for Latin America, in the implementation of the existing regional components of the World Employment Programme, as well as for the statements of the Secretary-General of the Organisation of American States who, in recent meetings with me in Geneva, has indicated that his Government is interested in supporting the ILO in counting further advice and support from them as the Programme evolves and develops. Indeed, for the World Employment Programme to be successful, it needs close links with both the other branches of the United Nations system as a whole, and of organisations outside that system, will have to be harnessed and co-ordinated to achieve the broad objectives to which I have referred and which I hope are common to us all.

We in the ILO are deeply grateful for the active support already offered by our sister organisations, including UNESCO, the United Nations Development Programme, the Inter-American Development Bank and the Economic Commission for Latin America, in the implementation of the existing regional components of the World Employment Programme, as well as for the statements of the Secretary-General of the Organisation of American States who, in recent meetings with me in Geneva, has indicated that his Government is interested in supporting the Programme in counting on further advice and support from them as the Programme evolves and develops. Indeed, for the World Employment Programme to be successful, it needs close links with both the other branches of the United Nations family during the Second Development Decade. By the same token, the Second Development Decade can be a time of very significant progress being made in the field of employment. Thus it is at the stage of framing of plans for the Decade, to which I have attempted today to make a contribution within the ILO’s field of interest, that the question of substantive co-ordination among the various members of the United Nations family can most productively be dealt with. It is by means of a great national effort to proceed vigorously and effectively, and with some hope of success, in our common battle against poverty and despair.

If I have emphasised here this afternoon the employment aspects of the developing countries, it is because this problem is uppermost in our present preoccupations at the ILO.
Second Supplementary Note

Report of the Commission on International Development

1. On 27 October 1967, Mr. George Woods, then President of the World Bank, suggested a "grand assize" in which an international group of "stature and experience" would "meet together, study the consequences of twenty years of development assistance, assess the results, clarify the errors and propose the policies which will work better in the future".

2. On 19 August 1968, the Right Honourable L. B. Pearson, former Prime Minister of Canada and Nobel Peace Prize Winner, accepted an invitation from the World Bank through its President, the Honourable Robert S. McNamara, to form a Commission to undertake such a study. Mr. Pearson invited seven colleagues, from different countries, to join him on the Commission in their individual capacities. They were:
- The Right Honourable Sir Edward Boyle, Bt., MP (United Kingdom), former Minister of Education.
- The Honourable Roberto de Oliveira Campos (Brazil), President of the Banco de Desenvolvimento Industrial in São Paulo and of the Inter-American Council of Commerce and Production.
- The Honourable C. Douglas Dillon (United States), former Secretary of the Treasury and presently Chairman of the United States and Foreign Securities Corporation.
- The Honourable Wilfried Guth (Federal Republic of Germany), member of the Board of Managers, Deutsche Bank AG, Frankfurt-on-Main.
- Sir Arthur Lewis (Jamaica), formerly Deputy Managing Director of the United Nations Special Fund and presently James Madison Professor of Political Economy at Princeton University.
- The Honourable Robert Marjolin (France), Professor of Economics at the University of Paris and formerly Secretary-General of the Organisation for European Economic Co-operation and Vice-President of the Commission of the European Economic Community.
- The Honourable Dr. Saburo Okita (Japan), President of the Japan Economic Centre and Special Adviser to the Minister of Economic Planning.

3. The Commission assembled a staff of fourteen experts in various relevant fields of development from nine countries in both the developed and developing worlds. It held its first meeting in Mont Gabriel, Canada, in November 1968 and began a thorough review of the recent history of international co-operation for development with a view to submitting conclusions and recommendations on such co-operation over the next two decades. Subsequent meetings were held in Rome, Copenhagen and Geneva. At these meetings, and through correspondence, the Commission examined material prepared by its own staff at its request as well as by certain outside consultants engaged to make special studies.

4. The Commission sought the views of governments of the developing countries "based on their own experience with development and the part played in it by transfers of resources from other countries".

5. Likewise, the Chairman had consultations on the problems and achievements of international co-operation for development with representatives of a number of governments of developed countries. He also attended international meetings and consultations which provided the opportunity to talk with business and financial leaders.

6. Informal discussions were held between the Commission and officials of the United Nations agencies, as well as other international organisations active in international economic co-operation, such as the Development Assistance Committee of the Organisation for Economic Co-operation and Development.

7. By a letter dated 15 September 1969 the Chairman communicated to the President of the International Bank for Reconstruction and Development the Report of the Commission on International Development. The Report was intended to be considered by the Annual Meeting of the Board of Governors in October 1969.

8. The Report is a document of such far-reaching importance that a summary of it is being submitted to the Governing Body immediately. This summary (including the recommendations of the Commission) is appended.

9. In discussing the problems of unemployment and urbanisation, the Commission observes:

Although there is much evidence of the appalling magnitude of the unemployment problem, there is little specific information about it. The International Labour Organisation is trying to muster the resources for a large employment survey in the developing countries, and this deserves all support.

10. The Commission recommends that "the President of the World Bank should prepare, with the appropriate organs of the United Nations, pertinent multilateral agencies, and the regional banks and co-ordinating bodies, a conference to be held in 1970 to discuss the creation of improved machinery for co-ordination capable of relating aid and development policies to other relevant areas of foreign economic policy, moving towards standardised assessments of development performance, making clear, regular and reasonably authoritative estimates of aid requirements, and providing balanced and impartial reviews of donor aid policies and programmes. Representatives of at least the major bilateral donors and appropriate representatives of developing countries should also participate in the conference.

11. The Director-General will submit subsequently recommendations concerning such action in the matter by the Governing Body as may seem appropriate.
Fifth Item on the Agenda: Report of the Technical Meeting on Training of Teaching Staff for Industrial Training Schemes

1. In accordance with the decisions of the Governing Body, a Technical Meeting on Training of Teaching Staff for Industrial Training Schemes was held from 14 to 25 April 1969. It took place at the International Centre for Advanced Technical and Vocational Training in Turin. The report of the Meeting is appended.

2. This Meeting forms part of a series of Office activities in connection with the training of staff for vocational training which will reinforce Office research and operational action in this field. It is anticipated that they will serve in particular as a basis for planning subsequent action in the light of current trends in policy and practice. Of particular importance for this purpose are the revision of the CIRF monograph on the training of vocational teachers, which is now in progress, and Office collaboration in the preparation of a joint ILO/UNESCO handbook on the training of technical and vocational training staff. The Office is also preparing an issue of Training for Progress, the CIRF bulletin on the training of staff for vocational training. It will include articles on the contributions made by workers, employers and universities to the training of staff for vocational training, including staff for training programmes in undertakings.

3. The Governing Body may wish—
   (a) to take note of the report; and
   (b) to authorise the Director-General to communicate it to the governments of member States, and through them to employers’ and workers’ organisations, as well as to the international organisations concerned.

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1 See fourth sitting.
Sixth Item on the Agenda: Record of the Preparatory Technical Maritime Conference

Proceedings of the Conference

1. At the invitation of the Italian Government, which was gratefully accepted by the Governing Body at its 174th (March 1969) Session, the Preparatory Technical Maritime Conference was held in Genoa from 15 to 26 September 1969. The Governing Body will doubtless wish to convey to the Italian Government its keen appreciation of the excellent arrangements made for the holding of the Conference and of the generous hospitality extended to participants.

2. The Conference was attended by 256 delegates and advisers from the following 32 countries: Argentina, Australia, Belgium, Brazil, Canada, Republic of China, Denmark, Finland, France, Federal Republic of Germany, Greece, Hong Kong, India, Israel, Italy, Japan, Lebanon, Liberia, Netherlands, New Zealand, Norway, Pakistan, Panama, Poland, Portugal, Spain, Sweden, United Arab Republic, United Kingdom, United States, USSR and Yugoslavia. These included 32 Government, 29 Shipowners' and 29 Seafarers' delegates, accompanied by 56 Government, 57 Shipowners' and 53 Seafarers' advisers. The Governing Body was represented by a tripartite delegation consisting of Mr. Lawyer for the Government group, Mr. Yoshimura for the Employers' group and Mr. Sunde for the Workers' group. The Government of Venezuela was represented by an observer. Representatives of several international intergovernmental and non-governmental organisations were also present, as follows: World Health Organisation, Intergovernmental Maritime Consultative Organisation, Commission of the European Communities, International Confederation of Free Trade Unions, International Federation of Christian Trade Unions of Transport Workers, International Transport Workers' Federation, World Federation of Trade Unions, United Seamen's Service and Apostolatus Maris. The total number of persons attending the Conference was 274.

3. After a welcoming speech by the Deputy Mayor of Genoa, the Conference was opened by Mr. V. Colombo, Minister of the Merchant Marine of Italy, and following addresses by the members of the Governing Body delegation and the Secretary-General of the Conference, Mr. A. Tévoédjrè, it unanimously elected as its President Mr. Raffaele Cusmai, Italian Government delegate, and as its Vice-Presidents Mr. N. N. Dolinsky, Government delegate, USSR; Viscount do Botelho, Shipowners' delegate, Portugal; and Mr. J. S. Thore, Seafarers' delegate, Sweden.

4. The agenda of the Conference was as follows:

1. Crew accommodation.
2. Recommendation No. 109, Paragraph 2—revisions 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 effects 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 Conference adopted as its Standing Orders a text submitted to it by the Office and based on the model Standing Orders for technical tripartite conferences adopted by the Governing Body. It set up a Steering Committee and six technical committees to examine and report on the various items on the agenda. The Conference held eight plenary sittings. Its proceedings are summarised below. The reports of the committees, with the texts proposed to the Conference for adoption, are appended. The record of the debate in plenary sitting in the course of which the reports were considered and the conclusions adopted is also appended.

Crew Accommodation.

6. The Committee set up to deal with this question suggested the adoption of a draft Convention concerning crew accommodation on board ship, to supplement the Accommodation of Crews Convention (Revised), 1949. The Committee also proposed the adoption of two draft Recommendations, the first relating to air-conditioning of crew accommodation and certain working spaces and the second concerning control of harmful noise in these same spaces. The report of the Committee was considered by the Conference at its eighth plenary sitting. The conclusions directed to the adoption of a supplementary Convention were adopted by 54 votes to 24, with 3 abstentions; those directed to the adoption of two Recommendations were adopted unanimously.

Revision of the Minimum Basic Wage for Able Seamen.

7. The Committee set up to deal with this item of the agenda considered that its task was to revise the wage figures contained in Paragraph 2 of the Wages, Hours of Work and Manning (Sea) Recommendation 1958 (No. 109), 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. A decision had therefore to be taken as to how to evaluate the fall in the value of money and to increase correspondingly the monthly wage figure of an able seaman appearing in Recommendation No. 109. The Committee considered proposals submitted both by the Shipowner members and by the Seafarer members, as well as those of certain Government members. Finally, a compromise proposal of one of the Government members, according to which the appropriate figures would be £38 or $91, was voted on and adopted. The Committee's report was unanimous.

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1 See fourth sitting.
2 See Minutes of the 174th Session of the Governing Body, fifth sitting, p. 32.
3 Not reproduced here. The texts of the reports of the six technical Committees, as well as the texts proposed to the Preparatory Technical Maritime Conference for adoption and the record of the debate in plenary sitting in the course of which the reports were considered and the conclusions adopted are reproduced in the reports prepared for submission to the International Labour Conference at its 55th (Maritime) Session (October 1970) under Items II to VII of its agenda.
Employment Problems Arising from Technical Developments and Modernisation on Board Ship.

8. The Committee set up to deal with this item unanimously adopted a set of proposed conclusions regarding action to meet employment problems arising from technical developments on board ship and decided that these should be directed to the adoption of a Recommendation. In accepting a Recommendation the Committee noted that this decision did not and indeed could not preclude any government, including those represented on the Committee, from deciding, on closer examination, whether particular provisions of the conclusions might not be more appropriately included as an annex to a Recommendation than in the body of the instrument. The Committee further noted that the conclusions were concerned with employment problems arising from technical developments and that, consequently, where technical developments did not and were not expected to give rise to employment problems in the maritime industry governments would report accordingly. The Committee’s report was considered by the Conference at its sixth plenary sitting; the Conference adopted the proposed conclusions unanimously.

Accident Prevention on Board Ship at Sea and in Port.

9. The Committee set up to deal with this item submitted to the Conference for adoption conclusions directed to the adoption of a Convention concerning the prevention of occupational accidents to seafarers and also a resolution concerning an international code of practice on accident prevention on board ship at sea and in port. At its eighth plenary sitting the Conference considered the Committee’s report and unanimously adopted the proposed conclusions and resolution.

Vocational Training of Seafarers.

10. The Committee set up to deal with this question formulated conclusions directed to the adoption of a Recommendation on the vocational training of seafarers to supersede the Vocational Training (Seafarers) Recommendation, 1946 (No. 77). The report of the Committee was considered by the Conference at its seventh plenary sitting; the proposed conclusions were adopted unanimously.

Welfare of Seafarers at Sea and in Port.

11. The Committee set up to deal with this item drew up for submission to the Conference conclusions directed to the adoption of a Recommendation on seafarers’ welfare at sea and in port to supplement the Seamen’s Welfare in Ports Recommendation, 1936 (No. 48). It also submitted three resolutions to the Conference, the first concerning measures for the protection of young seafarers against certain dangers, the second dealing with the adoption of a universal symbol identifying seafarers’ welfare material and the third concerning the speedy forwarding of seafarers’ mail. At its sixth plenary sitting the Conference considered the Committee’s report and unanimously adopted the proposed conclusions and the three resolutions.

Action to Be Taken by the Governing Body on the Conclusions of the Conference

Fifty-fifth Session of the International Labour Conference.

12. The programme of meetings for 1970 as approved by the Governing Body calls for the holding of the 55th (Maritime) Session of the International Labour Conference in Geneva from 14 to 31 October 1970. The Governing Body is invited to fix the agenda for the session.

13. In so doing, the Governing Body will wish to note that the Conference will necessarily have before it the Report of the Director-General as the first item of its agenda.

14. The Governing Body may wish to decide, in the light of the conclusions adopted by the Preparatory Technical Maritime Conference, that the remaining items should be the following:

II. Crew accommodation.

III. Recommendation No. 109, Paragraph 2—revision of the 1958 wage figures of £25 or US$ 70 to their present equivalent, having regard solely to the fall in the value of money since 1958.

IV. 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 effects on the level of employment of seafarers, including measures to alleviate any resulting redundancy.

V. Accident prevention on board ship, at sea and in port.

VI. Vocational training of seafarers.

VII. Seafarers’ welfare at sea and in port.

15. If the Governing Body adopts the proposal in paragraph 14 it will be called upon, in accordance with article 38 of the Standing Orders of the International Labour Conference, to determine the procedure for bringing items II to VII before the General Conference at its 55th Session.

16. Items III, VI and VII would not appear, in the light of the proceedings of the Preparatory Technical Maritime Conference, to raise such questions as would necessitate further consultation with governments prior to submission of the final reports to the General Conference. In these circumstances, it is suggested that in accordance with paragraph 4 (b) of article 38 of the Convention, final reports should be drawn up on the basis of the work of the Preparatory Technical Maritime Conference. These reports, under paragraph 2 of article 38, would have to be sent out as soon as possible, every effort being made to secure that they should reach governments not later than four months before the opening of the session.

17. The Governing Body may accordingly wish to decide that a final report shall be sent to the governments of member States on each of the following items:

III. Recommendation No. 109, Paragraph 2—revision of the 1958 wage figures of £25 or US$ 70 to their present equivalent, having regard solely to the fall in the value of money since 1958;

VI. Vocational training of seafarers; and

VII. Seafarers’ welfare at sea and in port, every effort being made to secure that these reports shall reach governments not later than 14 June 1970.

18. In regard to items II, IV and V, further consultations with governments seem necessary, and the Governing Body may accordingly decide to apply the procedure laid down in paragraph 4 (a) of article 38 of the Standing Orders of the International Labour Conference. This would mean that, on each of these items, a summary report accompanied by a questionnaire would be sent to governments. On the basis of the governments’ replies, the Office would draw up the final reports. Since less than 18 months would elapse between the time when the item had been placed on the Conference agenda and the opening of the session, the Governing Body would further be called upon to approve a timetable for the preparation and circulation of reports, in accordance with article 38 (g) of the Conference Standing Orders.
It is accordingly proposed that the Governing Body should decide that a summary report and a questionnaire on each of the following items:

II. Crew accommodation;

IV. 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 effects on the level of employment of seafarers, including measures to alleviate any resulting redundancy; and

V. Accident prevention on board ship, at sea and in port,

shall be dispatched to the governments of member States by the end of 1969, that governments shall be requested to forward their replies so as to reach the Office not later than 31 March 1970, and that final reports shall be dispatched by the Office so as to reach governments by 15 August 1970.

Resolutions Adopted by the Conference.

20. As indicated above, the Conference adopted four resolutions. The following paragraphs reproduce their operative provisions and contain recommendations for Governing Body action to give effect to them.

Resolution concerning an International Code of Practice on Accident Prevention on Board Ship, at Sea and in Port.

21. In its operative part this resolution urges the Governing Body to consider, in co-operation with the Intergovernmental Maritime Consultative Organisation, the possibility of convening, at an appropriate time, a meeting of experts drawn from Government, Shipowner and Seafarer circles and including also representatives from other interested international agencies, such as the World Health Organisation, for the purpose of drawing up a draft international code of practice on accident prevention on board ship, at sea and in port.

22. The Governing Body may wish to authorise the Director-General to take account of this request when submitting future programme proposals to the Governing Body.

Resolution concerning Measures for the Protection of Young Seafarers against Certain Dangers.

23. In its operative part this resolution urges the Governing Body to draw the attention of governments of member States to the desirability of adopting and implementing the necessary regulations regarding the sale of intoxicating liquor, access of undesirable persons to the dock areas and adequate fencing-off and lighting of these areas.

24. The Governing Body may wish to authorise the Director-General to communicate the resolution to the governments of member States and, through them, to the employers’ and workers’ organisations concerned.

Resolution concerning the Adoption of a Universal Symbol Identifying Seafarers’ Welfare Material.

25. In its operative part this resolution urges the Governing Body to draw the attention of the Universal Postal Union and of the governments of member States to the need for the adoption of a universal symbol identifying seafarers’ welfare material and registered with the ILO and recognised by the member States.

26. The Governing Body may wish to authorise the Director-General to communicate this resolution to the Universal Postal Union, to the governments of member States and, through the latter, to the employers’ and workers’ organisations concerned.

Resolution concerning the Speedy Forwarding of Seafarers’ Mail.

27. This resolution has three operative paragraphs. The first of these urges the Governing Body to appoint an expert committee to study possible difficulties of the mail service to seafarers.

28. The Governing Body may wish to authorise the Director-General to take account of this request when submitting future programme proposals to the Governing Body.

29. In its second operative paragraph the resolution urges the Governing Body to recommend to the Universal Postal Union and the governments of member States, as an initial step, the adoption of a uniform model of air letters to be easily identifiable as letters addressed to seafarers for the purpose of being forwarded anywhere by air mail without the payment of any additional postage. Finally, in its third operative paragraph the resolution urges the Governing Body to draw the attention of the Universal Postal Union and of the governments of member States to the desirability of arranging that the mail services provided for merchant navy personnel be comparable to those provided for military and naval personnel under the International Postal Conventions.

30. The Governing Body may wish to authorise the Director-General to communicate the resolution to the Universal Postal Union, to the governments of member States and, through the latter, to the employers’ and workers’ organisations concerned and, in so doing, to draw the special attention of the Universal Postal Union and of governments to the second and third operative paragraphs of the resolution.
Seventh Item on the Agenda: Report of the Regional Meeting in Latin America on the Role of Agricultural Organisations in Economic and Social Development

1. The Governing Body was to have considered at this session the report of the Regional Meeting in Latin America on the Role of Agricultural Organisations in Economic and Social Development which was held in collaboration with the Economic Commission for Latin America at ECLA headquarters in Santiago de Chile from 20 to 28 October 1969.

2. The report of the Meeting was prepared in Spanish only, and in view of the recent date of the Meeting, there has been no opportunity to translate and process it in the other languages for submission to the Governing Body at this session. The report will accordingly be submitted at the 178th Session of the Governing Body in February-March 1970.

1 See fourth sitting.
Eighth Item on the Agenda: Report of the Study Group to Examine the Labour and Trade Union Situation in Spain

I. The report of the Study Group to Examine the Labour and Trade Union Situation in Spain is submitted herewith for consideration by the Governing Body.

II. The report contains one formal recommendation which is included in the final paragraph.

First Supplementary Note

Communication from the Government of Spain

(Translation)

1. In order to dispel misunderstandings the Spanish Government spontaneously requested the Director-General of the ILO to designate a group of three eminent, independent and neutral personalities to come to Spain to observe at first hand the situation in Spain in regard to trade union matters and the compliance of the bilateral agreements concluded on 30 May and 30 July 1968, determined the terms of the visit and mutual guarantees in respect of it. The visit of Ambassadors Ruegger, Barboza-Carneiro and Spinelli took place under completely normal conditions, and my Government complied with all its commitments and fulfilled each and every one of its promises. This is explicitly acknowledged in the report itself. The final report of the Ruegger group contains a single formal recommendation to the Government of Spain and to the international trade union organisations concerning their facilities to be granted for the dissemination, discussion and publication of the full text of the conclusions of the report. The Spanish Government has duly reported both to the Chairman of the Governing Body and to the Director-General of the International Labour Office that this formal recommendation had been fully complied with and supplied adequate evidence thereof, both for their information and for that of the distinguished members of the Governing Body with a view to avoiding a repetition of the deplorable situation which arose at the 175th Session of the Governing Body when several distinguished delegates disregarded or ignored the publication in Spain of the full and unmutilated text of the provisional report in April this year; and after the 53rd Session with the sole formal recommendation of the Ruegger group. In view of the foregoing the Governing Body will understand that, on behalf of my Government, I refuse to engage in polemics with those who seek to publish question-able statements in order to serve partisan interests.

2. The Spanish Government has clearly set forth to the Director-General and to the group itself its views concerning the contents of the Ruegger report: at the end of the visit to Spain in March 1969, before the publication of the provisional report in April this year; and after the 53rd Session of the Conference, on 3 July, and by letters of the Minister of External Affairs dated 29 August and 11 November. The Spanish Government has in fact from the outset drawn to the attention of the international trade union organisations the adherence of Spain to the ILO Convention concerning the right to freedom of association, and its effective observance, confirmed by the following statements in order to serve partisan interests.

3. With the submission of the final Ruegger report to the Governing Body, the Spanish Government regrets the mission entrusted to the Study Group as concluded and its activities as terminated. A mission which was admitted to Spain voluntarily and by agreement cannot, once it has been completed, be unilaterally prolonged on the grounds of political necessity. Spain, as in any other country, is reserved to the exclusive competence of Parliament. It legislation—a question which, as in any other country, is regarded as falling outside the terms of reference the Study Group.

Second Supplementary Note

Statement by the Observer Representing the International Confederation of Free Trade Unions

The following statement by the observer representing the International Confederation of Free Trade Unions is circulated with the permission of the Officers of the Governing Body:

regard to the description of the labour and trade union situation in Spain and its historical background, my Government has reserved and continues to reserve the right to make any observations on statements of fact or expressions of opinion which it considers mistaken or open to controversy.

On 30 May and 30 July 1968, determined the terms of the visit and mutual guarantees in respect of it. The visit of Ambassadors Ruegger, Barboza-Carneiro and Spinelli took place under completely normal conditions, and my Government complied with all its commitments and fulfilled each and every one of its promises. This is explicitly acknowledged in the report itself. The final report of the Ruegger group contains a single formal recommendation to the Government of Spain and to the international trade union organisations concerning their facilities to be granted for the dissemination, discussion and publication of the full text of the conclusions of the report. The Spanish Government has duly reported both to the Chairman of the Governing Body and to the Director-General of the International Labour Office that this formal recommendation had been fully complied with and supplied adequate evidence thereof, both for their information and for that of the distinguished members of the Governing Body with a view to avoiding a repetition of the deplorable situation which arose at the 175th Session of the Governing Body when several distinguished delegates disregarded or ignored the publication in Spain of the full and unmutilated text of the provisional report in April this year; and after the 53rd Session with the sole formal recommendation of the Ruegger group. In view of the foregoing the Governing Body will understand that, on behalf of my Government, I refuse to engage in polemics with those who seek to publish question-able statements in order to serve partisan interests.

The Spanish Government has clearly set forth to the Director-General and to the group itself its views concerning the contents of the Ruegger report: at the end of the visit to Spain in March 1969, before the publication of the provisional report in April this year; and after the 53rd Session of the Conference, on 3 July, and by letters of the Minister of External Affairs dated 29 August and 11 November. The Spanish Government has in fact from the outset drawn to the attention of the international trade union organisations the adherence of Spain to the ILO Convention concerning the right to freedom of association, and its effective observance, confirmed by the following statements in order to serve partisan interests.

3. With the submission of the final Ruegger report to the Governing Body, the Spanish Government regards the mission entrusted to the Study Group as concluded and its activities as terminated. A mission which was admitted to Spain voluntarily and by agreement cannot, once it has been completed, be unilaterally prolonged on the grounds of political necessity. Spain, as in any other country, is reserved to the exclusive competence of Parliament. It legislation—a question which, as in any other country, is regarded as falling outside the terms of reference the Study Group.

Second Supplementary Note

Statement by the Observer Representing the International Confederation of Free Trade Unions

The following statement by the observer representing the International Confederation of Free Trade Unions is circulated with the permission of the Officers of the Governing Body:

regard to the description of the labour and trade union situation in Spain and its historical background, my Government has reserved and continues to reserve the right to make any observations on statements of fact or expressions of opinion which it considers mistaken or open to controversy.

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regard to the description of the labour and trade union situation in Spain and its historical background, my Government has reserved and continues to reserve the right to make any observations on statements of fact or expressions of opinion which it considers mistaken or open to controversy.
Introduction.

Since its foundation the ICFTU has unwaveringly supported the Spanish workers and people in their efforts to win back their human and trade union rights. This support followed naturally from the basic objectives laid down in the ILO Constitution and, moreover, in line with the aims of the International Labour Organisation itself.

Consequently the ICFTU approved the decision of the ILO Governing Body to set up a study group to examine the labour and trade union situation in Spain. We insisted, however, that such an examination be carried out on the basis of the standards of human and trade union rights defined by the ILO and that effective guarantees be secured from the Spanish Government against the victimisation of witnesses.

An interim report of the ILO Study Group, which visited Spain from 7 to 30 March, was published on 23 April and was also laid before the 53rd Session of the International Labour Conference (Geneva, 1969). ICFTU comments on that report were distributed to delegates at the Conference, which subsequently adopted a resolution reaffirming that ILO principles are applicable to all member States, including Spain.

The present memorandum examines the final report of the Study Group, published on 18 September 1969. While expressing full appreciation for the Group's detailed description of the present situation in Spain, our memorandum has some critical comments to make on the report: in particular on the failure of its conclusions to measure up to the devastating nature of the report's factual findings.

Our memorandum also looks at the report in the light of subsequent developments, in particular the continuing repressive measures against democratic trade unionists in Spain and the publication of a new draft trade union legislation which can be considered as a travesty of reform. In view of these developments it is difficult to resist the regrettable conclusion that the well-intentioned efforts of the ILO Study Group have had no effect whatsoever in persuading the Spanish Government to bring its labour legislation and practice into line with internationally recognised standards.

The following is a brief summary of the salient points of the Study Group's findings. It will be shown that they confirm most of the complaints submitted by the ICFTU to the ILO in respect of the violation of trade union rights in Spain.

Penal Legislation.

The clauses of the Spanish Penal Code relating to illegal associations are frequently applied to members of trade union organisations outside of the official organisation. The Code provides imprisonment from 6 months to 6 years (prisión mayor) and fines, from 6 months to 5 years (prisión menor) and from 12 to 20 years (reclusión menor). The report concludes in particular that "no matter what may be the principles of a trade union movement organised or attempting to organise outside the Trade Union Organisation, its members are liable to punishment under the provisions of the Penal Code relating to unlawful associations. These provisions are not in forefront applied'. Section 231 of the Penal Code imposes imprisonment from 6 months to 6 years and a fine of between 10,000 and 50,000 pesetas for illegal propaganda. Section 175 imposes imprisonment from 1 to 6 months on those who write, direct, edit or print clandestine printed matter which does not respect the requirements provided for under the Printing Act of 20 March 1966.

Section 166 of the Penal Code imposes imprisonment from 6 months to 6 years and fines from 5,000 to 25,000 pesetas on persons promoting public meetings, demonstrations or demonstrations having as their object those cited in the preceding paragraph. The Code of Military Justice lays down that the penalty for being the director of such activities shall be death. For persons who have not held major responsibilities in such movements, and for mere participants, the minimum penalty is 12 years' imprisonment.

Collective Agreements.

Under the legislation in force collective agreements need government approval. Although the ILO was informed by the Spanish Government that the official Trade Union Organisation had made proposals to bring the legislation into line with the provisions of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), no step has so far been taken to that effect.

State-controlled Trade Unions.

The basic principles of the trade union legislation which lay down the structure and functions of the official trade union organisation have been laid down by the ILO Committee on Fundamental Principles and Rights of Workers. The ILO Governing Body has on many occasions urged the Spanish Government to amend this legislation in order to render it compatible with these principles, but it is still in force.

During the Civil War a Decree of 13 September 1936 and an Order of 10 January 1937 disband the National Confederation of Labour (CNT) the General Union of Workers (UGT) and the Basque Workers' Solidarity (STV) in the nationalist zone. Confirmed by an Act of 9 February 1939, these measures continue to be applied; the reconstitution of the organisations named or of any other than the official one is unlawful and therefore punishable.

The ILO Governing Body has drawn the attention of the Spanish Government to the fact that this situation and, particularly any measures taken against workers for having attempted to constitute or reconstitute workers' organisations, is incompatible with the ILO principle that workers should have the right to establish organisations of their own choosing and join them without previous authorisation.

The report concludes in particular that "the trade union legislation in force prohibits the creation of trade union movements outside the official Trade Union Organisation. Nor can such organisations be set up under the general legislation on associations".

Military Rebellion.

Trade union activities are also punishable under the decree on military rebellion, banditry and terrorism. The Code provides imprisonment from 1 to 6 months for the leader of an illegal literature and fine of between 10,000 and 50,000 pesetas.

Section 2 considers guilty of the offence of military rebellion in accordance with article 206, subparagraph 5, of the Code of Military Justice:

(a) any person who spreads false or tendentious news with a view to disturbing law and order and prejudicing the security of the State, of its institutions, of its government, of its army or of its public authorities;

(b) any person who by whatsoever means conspires or takes part in meetings, conferences or demonstrations having as their object those cited in the preceding paragraph.

The Code of Military Justice lays down that the penalty for being the director of such activities shall be death. For persons who have not held major responsibilities in such movements, and for mere participants, the minimum penalty is 12 years' imprisonment.

Penalties for Strikers.

Section 222 of the Penal Code makes the following guilty of sedition:

(a) officials, employees and individuals responsible for ren­
dering or for the kind of public services which, as their object, are covered by the above-mentioned clauses, as was confirmed by the Study Group from various sources. Illegal demonstrations and public meetings are also punishable under the provisions of section 2 of the Public Order Act, and their promoters and participants are punished by fines levied by the administrative authorities.

The Public Order Act (1959) made further penal provision relating to strikes. Under this Act fines varying from 25,000 to 37,500 pesetas have been imposed on workers for having promoted or participated in labour disputes.

The decree on military rebellion, banditry and terrorism also subjects strikers to "imprisonment, answering to motives or seriously disturb law and order". The penalty for strike leaders is death; for others without major responsi­bilities and for participants the minimum penalty is 12 years' imprisonment. The Study Group received detailed information on a case dealt with under this decree in which several workers were sentenced by court martial in October 1968 to ten years on charges of armed rebellion.

The Spanish authorities have argued that strikes for the purpose of furthering occupational interests are not illegal.
However, in a judgment rendered on 22 November 1967 the Supreme Court interpreted the existing legislation to mean that “ all strikes are unlawful ”. Participation in strikes and absence from work owing to strikes are also a cause of dismissal. Elected trade union representatives of the official Trade Union Organisation run the risk of removal from office. The Study Group expressed the view that “ in a situation where strikes were very difficult, if not impossible, for such persons to find new employment, especially in their area of residence. Employers, however, are legally entitled to impose a lockout in such cases.” Furthermore, official trade unions have resorted frequently to preventive detention, imprisonment and deportation of leaders and participants in strikes; several such persons may have been detained by reason of the “ Freedom of Association as serious interference in the exercise of trade union rights.”

**Police Brutality.**

The Study Group raised the matter of ill-treatment by the police with the Spanish authorities. The Minister of Justice indicated that he would welcome precise evidence on specific cases, while the Attorney-General informed the Chairman of the Study Group that they would prosecute vigorously any case in which specific evidence was submitted by any international trade union body.

**ICFTU Observations.**

The ICFTU expresses its full appreciation to the members of the Study Group for their very thorough and detailed description of the economic, labour and trade union situation in Spain and the recommendations which, in their view, we consider to be the failure to draw some obvious conclusions from this situation and to state clearly that there has been a “ trend and repeated violation by the Spanish Government of important obligations imposed on member States by the ILO Constitution and Conventions.”

First of all, however, the ICFTU vigorously denounces the attempt by the Spanish Minister of Labour in a meeting he had with the Study Group on 3 July 1969 in Geneva to secure the withdrawal from the final report of references made in the interim report to activities which in other countries would be considered legitimate trade union activities, but in Spain were illegal, to amendments and for plans for amending labour and trade union legislation. We welcome the fact that, according to its terms of reference, the Group nevertheless dealt with these matters in the report.

We fully endorse the Group’s opinion that “ only if the normal rule of law applies, ensuring the full enjoyment of rights and guarantees, can the labour and trade union situation evolve smoothly and satisfactorily ”. It should be added, however, that this can only happen if legislation and its application in labour and trade union matters as well as in respect of civil rights generally are in conformity with basic standards on human rights.

As regards the ill-treatment and torture of imprisoned trade unionists and the conditions of political detainees, this is a matter of crucial importance as it affects a fundamental human right. The ICFTU wrote on 30 September 1969 to the Spanish Minister of Justice and the Attorney-General with evidence of ill-treatment and torture of political prisoners during and after the visit of the Study Group to Spain, during and after the state of emergency. We requested an appropriate inquiry and sanctions in accordance with the law on the treatment of prisoners. Copies were sent to the Director-General of the International Labour Office and the Chairman of the Study Group.

Present-day Spanish legislation penalises activities which are legitimate trade union activities in other countries. We welcome the Group’s call for an amnesty or pardon and agree that no progress can be achieved in this sense and, above all, if the legislation is not amended to meet the real exigencies of the trade union situation. Despite the legislation prohibiting the creation of trade union movements outside the official organisation, the report record that at least 540 groups have been formed and have a following, chiefly in the more highly industrialised areas.

The Study Group confirms that “ there is general, insistency, and irrefutable proof for change from the existing Trade Union Organisation at all levels ” and that “ the pressure from workers’ movements in Spain which must be considered the precious and irrefutable proof of the existing Trade Union Organisation ” has been a powerful stimulus. The Group also reports that there is “ now a widespread demand in Spain ”, and particularly throughout the Spanish Trade Union Organisation “ for the effective unionisation of the existing trade union law ”. This is clearly a result, albeit limited, of the unswerving struggle of the free trade unions and of the Spanish workers for the restoration of freedom of association in accordance with the ILO Constitution and standards.

The Study Group, in considering possible new legislation on trade unionism and the present situation, concluded that “ several stages have still to be passed through before the Spanish trade union movement can be considered fully representative. We recommend that the law should provide for the free election of all trade union officers; complete independence of trade unions from organisations of employers; authority of election officers over all activities and their control over the financial and administrative affairs. The trade union movement should not be subject to direction or control by any political movement; any relations with political organisations should be freely determined by its membership. Finally, the law should guarantee freedom of expression and assembly for all schools of trade union opinion to enjoy freedom within a freely adopted unity.”

The ICFTU shares the view that a “ genuinely representative trade union movement presupposes full respect for the basic civil liberties ”. We fully agree too with the observation that the future of the labour and trade union situation can be determined by the Spaniards alone. But if this means anything it means that fundamental freedoms and civil liberties must be restored in Spain.

**Draft Bill on Trade Unions.**

At the beginning of October 1969, the Spanish Government submitted to the Cortes a draft bill on trade unions. Although it would be premature to comment on the provisions before the law is actually enacted, it is perfectly clear that the suggestions and recommendations made by the ILO Study Group have been contemptuously ignored.

The President of the official Trade Union Organisation will continue to be appointed by the Head of State and will be a Minister of the Government. The President will continue to appoint and dismiss the General Secretary, the Assistant Secretary, the members of the Executive Committee, the heads of the central organisation at the regional and local levels, and presidents of the unions and federations; all of them will be appointed by an oath of allegiance to the Head of State, the principles of the national movement (i.e. the single party) and other fundamental laws. National unions will be set up and harmonised by law. It is not clear whether all the unions will continue to be grouped in the same organisation. All Spaniards (except civil servants who have no right to organise at all) who work and contribute to production are forced to belong to the Trade Union Organisation. Free and democratic organisations remain illegal and the right to strike is not recognised.

The appeal of the Study Group for an amnesty or pardon for imprisoned trade unionists and for a reform of penal legislation is, moreover, not only ignored but the Spanish authorities continue increasing their repression of activities which are legitimate trade union activities in other countries. A latest example is the trial on 9 October 1969 of nineteen members of our affiliate, the General Union of Workers (UGT). They were accused of attending trade union courses in France and Sweden organised by our French affiliate, the General Confederation of Labour—Force ouvrière (CGT-FO), and by our Swedish affiliates, the Swedish Confederation of Trade Unions (LO) and the Swedish Central Organisation of Salaried Employees (TCO). They were also charged with organising UGT sections in the Biscay Province.

**The ICFTU Position.**

To sum up, the ICFTU is dismayed that the report’s conclusions do not adequately reflect the true labour and trade union situation in Spain as it emerges plainly from the findings of the report itself. We also deplore the Study Group’s failure to recommend the ILO Governing Body to declare that the present legislation and practice in Spain are in flagrant contradiction with the ILO Constitution and standards.

The ICFTU further considers that far more profound and radical changes in Spanish legislation and practice are necessary than the introduction of a new law on trade unions. In any event, it considers that the content and the principles of the proposed legislation are in conformity with ILO principles and standards. It amounts to a mere reform of the internal structure of the official Spanish Trade Union Organisation and ignores both repeated ILO appeals and recommendations and the suggestions made by the Study Group.

We fully endorse the Group’s final recommendation to the ILO Governing Body that the “ fullest opportunities should be afforded for the widespread diffusion and completely
free discussion of the whole of our report throughout Spain and throughout the international trade union movement. The ICFTU will never recognise the present state-run organisation of the labour and trade union movement of Spanish workers. We shall continue to challenge the credentials of so-called Spanish Workers' delegates at ILO conferences. We shall also continue to expose the anti-trade union practices of the Spanish régime by submitting complaints to the ILO.

The ICFTU is determined to keep the question of trade union activities in Spain under constant review. We also request that the Group's report be communicated to the International Labour Conference at its 54th Session for examination and discussion. The ICFTU is determined to keep the question of workers' freedom of association and of the trade union rights and freedoms in Spain before the ILO until fundamental human and trade union rights are fully restored.

Third Supplementary Note

Statement by the Observer Representing the World Confederation of Labour

The following statement by the observer representing the World Confederation of Labour is circulated with the permission of the Officers of the Governing Body:

(Translation)

The final report of the Study Group was submitted to the ILO Governing Body on 8 August 1969. The World Confederation of Labour wishes first to recall the observations which its President, Maurice Bouladoux, addressed to Mr. Morris Morgan, Director-General of the International Labour Office, during the latter's visit to the seventeenth congress of the World Confederation of Labour, held in May 1968, concerning the lack of freedom of association and the right to organise in Spain. President Bouladoux expressed his deep disappointment because the report contains weighty arguments for denouncing the ILO for its omissions and even because of its vague and imprecise conclusions. The report nevertheless reveals that the Spanish Trade Union Organisation has from the outset suffered from an incurable disease due to the stifling of its basic dynamic force: the denial of freedom of association and of the trade union rights which it implies, together with the complete absence of genuine representation, is reflected in a total lack of energy and dynamism in its various organs. That is the point irredeemably made in the report.

The feature of the Study Group's report which the World Confederation finds most alarming is the fact that it contains weighty arguments for denouncing the régime in Spain, which is constantly violating the workers' most basic rights. The workers of Spain would be at a loss to release without delay the trade unionists at present held in detention. The report has surprised us in many ways, both as a historical analysis and as a study of labour legislation and of penal legislation as applied in respect of trade union activities, because of its omissions and even more because of its vague and imprecise conclusions.

The report is significant for various reasons, but in particular because it bears out, essentially, the numerous complaints of violation of trade union rights and civil liberties submitted to the ILO by international trade union organisations since the end of the last World Trade Union Congress held in Budapest from 17 to 26 October 1969.

The World Confederation of Trade Unions is convinced that, as stated by the Study Group in paragraph 1239 of its report, "the objective should be the development of a united, strong, free and responsible trade union movement, fully representative of its membership, recognised and subordinated to the will of the people, but independent of governmental control" and "to achieve this objective, conditions must be created in which all of the movements now existing can make a full contribution to this common end " and that "a genuinely representative framework, which the present report prospreads full respect for the basic civil liberties".

In the opinion of the WFTU, this is the Gordian knot of the whole Spanish question. To the five conditions which the Study Group considers the new trade union law should fulfil, the World Federation of Trade Unions adds a sixth, which is the touchstone of the right to organise freedom, autonomy and independence and of the principle that workers and employers may be associated by a reading of the report of the Study Group with respect to possible changes in the situation under the conditions set out in the report.

In view of the WFTU's concurs in the positive comments and the criticisms made by the Spanish Workers' Committees when the third interim report of the Study Group was published. The WFTU must agree that the conduct of the Spanish Government gives not the slightest indication which could warrant the optimistic moderation though it be—converted by a reading of the report of the Study Group with respect to possible changes in the situation under the conditions obtaining in a corporate State which remains basically militarist in character (see the "Carta del Lavoro" of Fascist Italy).

In any event, despite the promises made, repression has increased since the Study Group's visit to Spain, heavy prison sentences have been inflicted on trade unionists by the Public Order Tribunal, there has been no amnesty decree, and a trade union bill has been drawn up secretly. Moreover, the jungle of repressive laws and legislative decrees, which are sometimes suspended but never repealed and can be applied at any time, holds out no hope for the future (a significant example of banditry, which was suspended and then brought into force again on 16 August 1968 and used against workers on strike).

This situation was vehemently condemned in the resolution on Spain adopted unanimously by the representatives of more than 153 million workers at the Seventh World Trade Union Congress held in Budapest from 17 to 26 October 1969.

The World Federation of Trade Unions is convinced that, as stated by the Study Group in paragraph 1239 of its report, "the objective should be the development of a united, strong, free and responsible trade union movement, fully representative of its membership, recognised and subordinated to the will of the people, but independent of governmental control."

In the opinion of the WFTU, this is the Gordian knot of the whole Spanish question.

To the five conditions which the Study Group considers the new trade union law should fulfil, the World Federation of Trade Unions adds a sixth, which is the touchstone of the right to organise freedom, autonomy and independence and the expression of the principle that freedom and unity are compatible, i.e. the principle of voluntary membership of a trade union which is the basis of the ILO's findings and, in consequence, for compliance with the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).

As regards the second condition (see paragraph 1236 of the report), the World Federation of Trade Unions cannot accept the principle that workers and employers may be associated in the same trade union organisation, even if the latter is "more comprehensive" than the existing organisation.
The WFTU's position is unequivocal; there are already many instances throughout the world of participation by trade unions which represent workers independently in economic and social bodies on an equal footing with organisations representing private or public employers, together with other citizens' organisations and with government representatives.

In this particular case, it has been demonstrated ad abundanciam that the corporate system of vertical trade unions in Spain is highly profitable to the financial oligarchy, employers, landowners and those in power. This is stated objectively in paragraph 1209 of the report of the Study Group, which indicates that workers are ill-placed in relation to employers belonging to the same trade union organisation, and in paragraph 1207, which shows that this inequality is even more marked at the level of the undertaking where "the main aim of the works councils (which are presided over by the employer or his representative) is to ensure co-operation within the undertaking between capital, technique and labour. They are also an expression of trade unionism within the undertaking." This situation could be further illustrated by reference to the various means of punishment for strikes and for lockouts or closing down of works; workers on strike have been punished for subversion or armed rebellion (see paragraph 949) and dismissed in reprisal; lockouts or closing down of works are considered "legally justified in the light of certain provisions contained in the Civil Code..." (see footnote to paragraph 951 of the report).

The WFTU shares the Study Group's view (paragraph 1253) that "the future of the labour and trade union situation in Spain can be determined by Spaniards alone".

The WFTU also stresses the importance of the Study Group's statement, which is valid for all ILO member States, including Spain (paragraph 1264), that "no national genius, however distinctive, can disregard the ethos and mores of the world as a whole, without severe loss. Spain's place in the world will be significantly influenced by her attitude towards world standards".

The World Federation of Trade Unions accordingly proposes that the Governing Body adopt the report of the Study Group as a whole and that it decide, at the same time, to endorse the Study Group's only formal recommendation (paragraph 1265), to the effect that the report should be accepted as the "basis for a full and free debate on the future of the labour and trade union situation in Spain, in which all concerned can freely take part".

In order to give effect to this recommendation, the WFTU proposes that the Governing Body should:

(a) decide to have the report circulated and examined by the International Labour Conference at its next session in June 1970;

(b) request the Spanish Government to permit public discussion in Spain of both the report and the new trade union law, and allow all trade unionists and all workers at all levels, including imprisoned trade unionists who are awaiting trial or who have appealed against their sentence, to participate in this full discussion;

(c) request the Spanish Government to submit to the International Labour Conference Committee on the Application of Conventions and Recommendations a detailed report on the obstacles impeding the submission to the legislature of a proposal for the ratification of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98);

(d) recommend the Spanish Government to give effect to the Study Group's proposals concerning the release of persons imprisoned for activities which would in other countries be considered as legitimate trade union activities, in accordance with ILO principles;

(e) recommend the Spanish Government to demonstrate its readiness to accept peaceful changes in the labour and trade union situation in Spain by removing from the jurisdiction of the Public Order Tribunal and of military courts trade union activities which are in conformity with ILO principles—and consequently legitimate—as well as labour disputes.
APPENDIX IX

Ninth Item on the Agenda: Report of the Commission Appointed under Article 26 of the Constitution of the International Labour Organisation to Examine the Complaints concerning the Observance by Greece of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), Made by a Number of Delegates to the 52nd Session of the International Labour Conference

1. On 6 March 1969, at its 174th Session, the Governing Body decided that the Commission appointed in accordance with article 26 of the Constitution of the International Labour Organisation to examine the complaints filed by a number of delegates to the 52nd Session of the International Labour Conference concerning the observance by Greece of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), should be composed as follows:

Chairman: The Right Hon. Lord Devlin (United Kingdom), Privy Councillor, High Court Judge in the Queen's Bench Division (1948-60), Lord Justice of Appeal (1960-61), Law Officer of the Privy Council (1961-62), Judge of the Administrative Tribunal of the ILO.

Members: Mr. Jacques Ducoux (France), Councillor of State, member of the Fact Finding and Conciliation Commission on Freedom of Association which examined the trade union situation in Greece in 1966.

Mr. M. K. Vellodi (India), former Prime Minister of the State of Hyderabad, former Secretary of State and Secretary of the Ministry of Defence of India, and former Ambassador of India to Switzerland.


2. The Commission held its first meeting in Geneva on 8 and 9 July 1969. In the course of this meeting the members of the Commission made a solemn declaration in the presence of Mr. David A. Morse, Director-General of the International Labour Office, by which they undertook to perform their duties and functions honourably, faithfully, impartially and conscientiously. At this meeting the Commission established the procedure which it considered appropriate to follow with regard to the examination of the complaints and considered the arrangements which would be necessary to enable complete and objective information on the issues before it to be placed at its disposal. The procedure established ensured that every facility would be given to the complainants and to the Government of Greece, as well as to the governments of countries adjoinin Greece which were Members of the ILO and to the two countries having the most important economic relations with Greece to furnish information on the matters of attention of these governments was drawn to article 27 of the Constitution of the ILO. The Commission also gave the opportunity of furnishing information on the matter to the following non-governmental organisations: International Confederation of Free Trade Unions; World Confederation of Labour; World Federation of Trade Unions; International Organisation of Employers; Greek General Confederation of Labour (GGCL); Greek Federation of Industries. Further, the Commission decided that it would hear witnesses at a second meeting to take place in October 1969. It stated that it would be willing to consider any requests of the complainants and of the Government to hear any person who was able to provide important evidence relating to the questions at issue. Moreover, it desired that the Government of Greece should ensure the presence of a number of persons it wished to hear (Minister of Labour; Minister of Justice or his representative, Minister of the Interior or his representative). It also considered that it would be useful to hear at its second session the Secretary-General of the GGCL, Mr. Makris, who was Secretary-General at the time the complaints were filed, and three former temporary secretaries general of the GGCL. It also decided to invite the Ministers of Labour who held office during the two years prior to April 1967 to give evidence before the Commission at its second session.

3. The Commission held its second session from 1 to 13 October 1969. In the course of this session the complainants were present or were duly represented and the Government of Greece was represented by an agent assisted by several advisers.

4. The complainants had put forward five witnesses whom the Commission agreed to hear. These witnesses were the Secretary-General of the ICFTU and four Greek nationals who had been cited to give evidence on the questions before the Commission (three of whom in fact appeared before it). The Government of Greece objected to the witnesses of Greek nationality proposed by the complainants on the grounds that, since they resided abroad, they were in no position to be familiar with the actual situation in Greece, and that they had no connexion with trade unionists in Greece. The Commission stated that after due examination of the questions it had decided to adhere to its decision to hear the witnesses proposed by the complainants; it also stated that, having regard to their knowledge of the actual situation in Greece, it would assess the weight to be attached to their evidence, and account would be taken of the fact that the said witnesses no longer resided in Greece. The representative of the Greek Government, after indicating to the Commission his intention to do so, withdrew from the sittings during which the Greek witnesses not residing in Greece gave their evidence. However, in order for the parties to be fully informed of the evidence given, the Commission communicated to the representative of the Greek Government a verbatim record of the proceedings of the sittings at which he was not present. The Government of Greece did not propose any witness on its behalf, but at the same time reserved the right to do so in the course of a possible visit of the Commission to Greece.

5. As regards the persons whose presence the Commission wished the Government to ensure, the Minister of...
Labour in Greece did not appear himself but was represented. His representative also represented the Minister of Justice. The Government stated that the Minister of the Interior, considering in particular that he had no competence as regards trade union matters, did not consider it necessary to be represented.

6. Among the persons who have held the office of Secretary-General of the GGCL in Greece, the Secretary-General actually in office (Mr. Cambanellis) and two other former temporary secretaries general (Messrs. Dimitrakopoulos and Galatis) appeared and gave evidence before the Commission. Mr. Makris, Secretary-General of the GGCL at the time the complaint was filed, after first accepting the invitation of the Commission to give evidence before it, finally declined the invitation of the Commission to give evidence before it. Mr. Papageorgiou, former temporary Secretary-General of the GGCL in Greece, for his part, indicated that, for personal reasons, it would not be possible for him to give evidence before the Commission. He nevertheless furnished certain written information.

7. One of the Ministers of Labour who had held office during the two years preceding April 1967, Mr. G. Bachtselos, replied to the Commission that he was prepared to be heard by it and in fact appeared and gave evidence before it. Another former Minister of Labour, Mr. Stamatis, informed the Commission towards the end of its session of his intention to give evidence before it but he was only able to come to Geneva at a date which was too late for the Commission to hear him at this time. Finally a third former Minister of Labour, Mr. Stambeles, informed the Commission that it would not be possible for him to appear before it.

8. During the hearings of the various persons mentioned above the Commission put a number of questions to them. The parties also had the right to put questions under the direction of the Commission and, in general, they took advantage of this right.

9. After hearing the witnesses, the Commission adjourned to permit its members to examine the evidence received and to consider the next stages of its procedure.

10. At the sitting of the Commission on 13 October 1969 the Chairman indicated that the Commission had received a letter from the Greek Government suggesting that it go to Greece. He stated that the Commission assumed that if it went to Greece the complainants or their representatives would be entitled to participate in its proceedings in Greece under its authority to the extent it might consider appropriate, and indicated that if this assumption was correct the Commission would be happy to examine with the agent of Greece the further arrangements and guarantees which the Commission would wish to be provided to enable it to discharge its responsibilities. The agent of Greece reserved his Government's reply.

11. The Commission will submit another report to the Governing Body at a suitable time in the course of its work.

DEVLIN,  
(Chairman).

J. DUCOUX.

M. K. VELLODI.
APPENDIX X

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

[At its seventh sitting the Governing Body dealt with the 114th report of the Committee on Freedom of Association. It decided at the same sitting to postpone consideration of the 115th report to its 178th Session. The texts of these reports will be found in the *Official Bulletin* (Geneva, ILO), Vol. LIll, 1970, No. 2, Supplement.]

1 See above.
Eleventh Item on the Agenda: Reports of the Financial and Administrative Committee

FIRST, SECOND AND THIRD REPORTS
(The first, second and third reports of the Financial and Administrative Committee, being of a confidential nature, are printed separately in accordance with the usual practice.)

FOURTH REPORT

1. The Financial and Administrative Committee of the Governing Body met on 12 and 18 November 1969 under the chairmanship of Mr. H. Gros Espiéll, Chairman of the Governing Body. Mr. Edwin P. Neilan was Reporter.

FINANCIAL AND GENERAL QUESTIONS

Reports by the United Nations Joint Inspection Unit


2. The Committee took note of a report on the activities of the Joint Inspection Unit during the first eighteen months of its existence. The report included a summary of the reports and informal notes the Unit had issued, an indication of work in progress and of work to be undertaken in the future, and a few words about the treatment of inspection reports.

3. The Canadian Government member emphasised the importance attached by his Government to the work and the reports of the United Nations Joint Inspection Unit. That section of the report under review which dealt with co-ordination and co-operation at the country level was of considerable importance to both the ILO and the other agencies concerned. In regard to the section dealing with documentation, his Government had recently had occasion at the United Nations to refer to the tendency of the whole United Nations family to lose itself in a sea of words and paper. He urged that the maximum use be made of the Unit's reports, which represented an attempt to put its house in order.

4. The United Kingdom Government member associated his Government with the comments of the previous speaker. The Joint Inspection Unit was clearly trying to study areas in the United Nations system where improvements were needed, and he particularly welcomed its proposal to carry out studies on co-ordination at the country level, ways and means of improving United Nations field activities and standardisation of budget presentation. He had also been impressed by the direct style of reporting used by the Inspectors. His Government hoped, however, that the Unit would exercise some discretion in undertaking studies of problems which were so far-reaching in their extent as to lead to the Unit's reports being regarded as merely superficial criticisms.

5. The Indian Government member agreed with the observations of the previous speakers. His Government hoped that the Unit's reports would receive the careful consideration which they clearly warranted. Special study should be given to the reports on co-ordination and co-operation at the country level since there was ample scope for improvement in co-ordination at this particular level.

6. The Government member for Argentina endorsed the remarks of previous speakers. His Government had warmly supported the establishment of the Unit and had noted with satisfaction that its reports were both important and interesting.

7. Mr. Neilan also considered the Unit's reports extremely valuable: they should receive the urgent attention of all the international organisations in the United Nations system. It was hoped that reports addressed to the ILO could be submitted to the Governing Body, together with information on the steps taken by the ILO to meet any of the points raised by the Unit. He noted that the reports before the Committee contained no indication of the Inspectors having contacted either employers' or workers' organisations when their work had brought them into contact with ILO activities. A particular example of this was the Unit's inspection of ILO projects in Turkey. In view of the unique tripartite structure of the ILO, the Employers considered that the attention of the membership of the Joint Inspection Unit should be drawn to the desirability of contacting both employers' and workers' organisations in the various countries since their co-operation could often be an important element in the successful implementation of field projects. Similar considerations of course applied in respect of other organisations in cases where their work was associated with that of the ILO.

8. The United States Government member expressed his agreement with the remarks made so far. His Government considered the Unit's work very important and urged prompt consideration of its reports.

9. Lord Collison noted the statement, in the report on United Nations activities in Turkey, that no check appeared to have been kept on whether Special Fund projects were completed at minimum cost and that no thought was given to the possibility of effecting savings by completing projects earlier than originally estimated. This was a very serious and he hoped unfounded criticism. The Inspector had also criticised the apparent failure to train national counterparts, a defect which the Worker members had often pointed out in the past. The Worker members endorsed the need for greater co-ordination and co-operation at the country level. It had to be accepted, however, that this question also had some relevance to co-ordination within the governments themselves as well as within the United Nations family. Care was needed to prevent the overlapping of activities as between technical assistance programmes, voluntary aid and bilateral aid. The Workers were in favour of the principle of the sharing of premises by the various agencies; although one agency might require its own separate premises, even if only temporarily, in certain circumstances. As regards the suggestion that a single representative should be appointed in each country to represent the United Nations system as a whole, they welcomed the insistence of the executive heads on the need to preserve the constitutional autonomy of their organisations. As had been pointed out previously, it would be extremely difficult for a single representative to become closely familiar with all aspects of the work of each of the specialised agencies; it was often necessary for the ILO to have its own representative on the spot. The Worker
members were pleased to note that the report on the overhead costs of extra-budgetary programmes and on methods of measuring performance and costs had acknowledged the inadequacy of the allocation from the funds of the United Nations Development Programme (UNDP) to cover the agencies' overhead costs. This matter had been of particular concern to them in its effects on the ILO regular budget. It was hoped that the Director-General would continue to stress the need for an early solution to this problem.

10. The French Government member also warmly supported the activities of the Joint Inspection Unit. The Unit's report on the problem of overhead costs had recorded the specialised agencies' dissatisfaction with the UNDP allocation for such costs. The Unit had proposed that a procedure be established for assessing the real overhead costs incurred by the agencies. Such a procedure would have the added advantage of giving the Office and the Governing Body a clearer insight into the various components of overhead costs and of making it possible to measure performance and costs more accurately. The French Government hoped that the Director-General would pursue his consultations with the other organisations and that these would enable him to reach positive conclusions on this question.

Procedures for Handling the Reports of the Joint Inspection Unit.

11. The Committee noted that procedures for handling the reports of the Joint Inspection Unit had been further discussed at a joint meeting held by the Administrative Committee on Co-ordination (ACC) and the Committee for Programme and Co-ordination shortly before the 47th Session of the Economic and Social Council (July-August 1969). The Committee took note of an extract from the report on the Fourth Series of Joint Meetings of the Committee for Programme and Co-ordination and the Administrative Committee on Co-ordination, and of Resolution 1457 (XLVII) of the Economic and Social Council, both of which reflected the consensus reached at the joint meeting. It was noted that the revised procedures were intended to reduce delays in the consideration of the Joint Inspection Unit's reports by the governing organs of the organisations participating in the inspection system and to facilitate review by the Committee for Programme and Co-ordination and the Council itself of the comments of these organisations and the action taken on the reports. It was further noted that the Director-General intended to be guided by these procedures and would continue to submit reports of the Joint Inspection Unit to the Governing Body for consideration and to the Financial and Administrative Committee and, as appropriate, to other committees of the Governing Body at the earliest opportunity after their receipt.


12. The Committee noted that the report in question by the three Inspectors, Mr. Ilic, Mr. Jha and Mr. Sokirkin, had been received by the ILO on 22 July 1969. In accordance with agreed procedures for inter-agency consultation on reports of the Joint Inspection Unit established at the 47th Session of the Administrative Committee on Co-ordination, the observations of the Director-General had been circulated for comment to the other organisations of the United Nations system to which the report had been addressed. The observations below took account of the views and opinions already expressed by some of the other organisations.

13. The report discussed five broad aspects of the technical assistance activities of the United Nations: (i) the processing of Special Fund project requests; (ii) the planning of technical assistance requirements; (iii) the problem of counterparts; (iv) the terms of contracts of experts; and (v) project managers and their problems. The Committee noted the following observations which had been made by the Director-General.

14. As regards the general criticism found under the title "Slowness in the Processing of Special Fund Project Requests", it was the responsibility of the UNDP and of the agencies themselves to assess carefully government requests in order to make the best possible use of UNDP funds. The time spent in appraisal of an initial request, including those cases where it underwent a complete revision, normally resulted in a project which was better conceived and presented in the form of a project formulation in terms of national and international possibilities.

15. In the report a number of specific remedies were suggested to speed up the processing of project requests. On this question the Director-General believed that the Resident Representative was in a position to advise governments. The ILO had supplied to each Resident Representative a listing entitled "Functional Classification of ILO Activities for Technical Co-operation", to assist in this task. The distribution of the manual on criteria and procedures drawn up by the Enlarged Committee for Programme and Co-ordination (ECPCP), which was noted in the report, would, no doubt be a welcome supplement to the information needed by governments in directing the preparation of requests and that such a manual was suggested that a single manual or individual agency manuals be compiled to indicate "what particulars are required to substantiate the requests". The ILO had no single manual for this purpose. The Resident Representatives in each country as well as the ILO's own representatives in the field were available to assist governments in formulating project requests. It was difficult to conceive a manual that would be truly useful to governments, in view of the considerable complexity and often unique circumstances giving rise to such assistance. The Director-General agreed, however, that in the light of the need to ensure expeditious handling of project requests the feasibility of producing such a manual should be examined further.

16. The suggestion that plans of operation be divided into parts had to some extent been met by the new format of plans of operation introduced by the UNDP.

17. The report commented on the need for close association of governments in project implementation. The Director-General believed that the need for close consultation between the government, the agency and the UNDP arose at two stages of the project formulation. The one which was an increasing tendency for such closer consultation to occur. As regards the recommendation that use be made, on a short-term basis, of experts from the (United Nations) regional economic commissions to assist governments in formulating their project requests, the Director-General did not envisage that officials of the regional economic commissions would actually help in the specific formulation of project requests as the commissions did not have the experience of handling country projects and their staffs were less specialised than those of the agencies on operational activities.

18. The section of the report dealing with problems of counterparts covered, in essence, several points: government financial contribution, physical contributions by the government in terms of buildings, equipment, etc., supporting staff and counterpart personnel who were to take the place of the experts after the end of international assistance; all of these had budgetary implications. The need for a more flexible approach in the respect of the financial contribution was increasingly recognised. As regards supporting staff, some transitional arrangements might perhaps be made to help governments; however, international aid could not be a substitute for the government's contribution, since this would tend to create artificial situations and institutions which could not be maintained once this aid ceased. The question of counterparts was of fundamental importance.
since it was the major aspect of the training element in technical co-operation, particularly as regards institution building. As regards the suggestion for an in-project training element for counterparts, the ILO had proposed such an approach in a recent submission to the UNDP for financial support of a "Global Approach of Computer Training for Management". The Director-General also agreed that there was a need for greater emphasis on longer-term as compared with short-term contracts for experts.

19. With regard to the subject of project managers and their problems, the Director-General fully supported the recommendation in the report regarding the early appointment of project managers. The approval of candidates for appointment as project managers was, however, the responsibility of governments, who were free to accept or reject the candidates submitted to them. As regards problems of communication between field projects and agencies' headquarters and the suggestion that the scope for greater devolution of authority be considered, the report noted that the ILO had recognised the need for and had acted to provide a substantial measure of delegation and devolution of authority.

20. The ILO also followed a policy of using local UNDP offices to the maximum extent possible to provide on-the-spot financial and administrative support for project managers. Regional advisers who were stationed in the field were also in a position to act quickly when advice was needed on technical matters.

Reports Previously Submitted to the Financial and Administrative Committee.

21. The Committee recalled that at the 174th Session (February-March 1969) of the Governing Body it had had before it a report on United Nations activities in Turkey and that at the 175th Session (May 1969) it had received the Director-General's comments on this report. It was further recalled that, after a preliminary review, the Committee had decided at the 175th Session to postpone further discussion of the matter until the present session.

22. The Committee also recalled that at the 174th Session (February-March 1969) it had had before it a report on co-ordination and co-operation at country level, together with the Director-General's observations on this subject and had reported thereon to the Governing Body. See Minutes of the 174th Session of the Governing Body, Appendix XVII, second report, Annex A, paras. 76-80. The views expressed by the Committee on Operational Programmes.

23. It was recalled that at a number of their meetings the Financial and Administrative Committee and the Governing Body had had occasion to discuss the question of the level of the overhead cost allocations received by the ILO as executing agency for technical co-operation projects financed by the UNDP. The Committee took note of a report on a study of the question by one of the members of the United Nations Joint Inspection Unit, Mr. Maurice Bertrand. It was noted that it was likely that the question of overhead cost allocations would also be dealt with in another study, commissioned by the UNDP, on the capacity of the United Nations system to administer a sharply increased volume of technical co-operation projects if the necessary financing should be made available. The present report had been the subject of consultations between representatives of the secretariat of the various organisations in the Consultative Committee on Administrative Questions (CCAQ), and the Administrative Committee on Co-ordination had taken note of the view of the CCAQ that the proposals contained in the report should be considered in conjunction with the other relevant studies.

24. The Committee noted that Mr. Bertrand considered this problem to be insoluble for the time being in the absence of fully satisfactory data on the overhead costs actually incurred by the organisations. He had accordingly concluded that the controversy concerning overhead cost allocations could be resolved, at least at present, only by a political decision apportioning the burden between voluntary contributions (UNDP funds) and assessed contributions (the budgets of the organisations).

25. The Director-General had noted with pleasure Mr. Bertrand's recognition of the likelihood that the percentages currently paid fell well short of the real costs incurred by the organisations in administering the projects. He attached great importance, in the interests of efficient management, to having at his disposal at all times the best available information on costs and performance, and accordingly looked with favour on the development of appropriate methods of obtaining such information in all areas where it could be obtained.

26. With a view, however, to arriving at the best possible means of assessing the cost and effectiveness of the work of the Office in this field, the Director-General was studying Mr. Bertrand's proposals carefully in order to determine whether systems of work measurement, going beyond those at present in use, could be devised which would provide substantially useful information to be worth while in relation to the time and cost involved. In placing the question of the measurement of technical and administrative support costs in the general context of measuring costs and performance in the United Nations family, Mr. Bertrand had, in the Director-General's view, put this issue in the right perspective. In view of the relevance to this question of other reports and studies being undertaken in the United Nations system, the Director-General believed that it would be premature for him to submit a detailed opinion on the report at the present stage. He would, however, revert to it in a document to be submitted to the Financial and Administrative Committee at a future session.

27. Following the adjournment of its consideration of this item to allow the Committee to receive the second report of the Committee on Operational Programmes containing the Committee's observations on the following reports of the United Nations Joint Inspection Unit:

(a) United Nations Activities in Turkey;
(b) Co-ordination and Co-operation at Country Level;
(c) Some Aspects of Technical Assistance Activities of the United Nations.

Mr. Nasr referred to the discussion in the Committee on Operational Programmes concerning the statement, made in relation to Special Fund projects by one of the Inspectors following a visit to Turkey, that the executing agency always spent all the money approved for projects without thought being given to the possibility of effecting savings. While he agreed that every effort should be made to ensure the efficient use of funds and to eliminate waste, he did not consider there would be merit in deliberately trying to achieve an underspending of funds merely for the sake of being able to declare savings. Regarding the general question of the control of funds for Special Fund projects, he agreed with the observations made by the Director-General to the effect that this function could not be separated from the technical responsibilities of the ILO, which must therefore continue to be responsible for all project operations, including the control of funds. The tripartite character of the ILO also had an influence on its operations which was reflected in the running of its projects and in its relations with people on the spot.
28. The USSR Government member said that tripartism had nothing to do with the administrative control of funds. It seemed clear from this document and from others that control and administration of technical assistance funds within the United Nations family were not operating entirely satisfactorily. It might be difficult to be self-critical but a serious effort should be made to improve matters in this area. It was because of this kind of situation that so many outside bodies had been brought in to investigate.

29. Mr. Benazzedine agreed with the observations made by Mr. Nasr. Tripartism was a basic characteristic of the ILO. Notwithstanding the need for co-ordination within the United Nations system, it was necessary that the Organisation should maintain its individuality in the conception, execution and control of its projects. It was accepted that the Joint Inspection Unit should be free to make comments, but this should not lead to an undermining of the basic character of the Organisation.

Edwin P. Neilan,
Reporter.
APPENDIX XII

Twelfth Item on the Agenda: Report of the Allocations Committee

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

See eighth sitting.
APPENDIX XIII

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

1. The Committee on Standing Orders and the Application of Conventions and Recommendations met on 13 November 1969. It unanimously elected Mr. Frazão (Government member, Brazil), as Chairman and Mr. Vitaic Jakasa (Employer member, Argentina) and Mr. De Bock (Worker member, Belgium) as Vice-Chairmen.

Application of Conventions and Recommendations


2. At its 174th Session (March 1969) the Governing Body decided that reports under article 19 of the Constitution would be requested from governments in 1970 on the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Discrimination (Employment and Occupation) Recommendation, 1958 (No. 111), and that in view of the character and importance of the subject it would be appropriate in order to obtain the precise and detailed information desired to adopt a special form of report—as had been done in similar cases in the past—in the light of any suggestions made in this connection by the Committee of Experts on the Application of Conventions and Recommendations.

3. In accordance with the decision, the Committee was called upon to examine the draft form of report in question.

4. During the discussions a Government member (Brazil) suggested that certain changes should be made in the form of the draft submitted by the Office in order that the wording in which it presented the subject should be somewhat better adapted to the position of States which had not ratified Convention No. 111 and were thus not under an obligation to apply it.

5. The Committee took note of these reservations, but none the less approved the draft form of report prepared by the Office on the basis of the suggestions of the Committee of Experts on the Application of Conventions and Recommendations.

6. The Committee recommends the Governing Body to approve the draft form of report on the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Discrimination (Employment and Occupation) Recommendation, 1958 (No. 111), which will be found in Appendix I to this report and on the basis of which governments will be invited to supply reports on these instruments in 1970 under article 19 of the Constitution.


7. In accordance with the usual procedure, the Committee also considered the draft form of report to be used as a basis for the reports which governments of ratifying States will be required to supply under article 22 of the Constitution on the application of the Maximum Weight Convention, 1967 (No. 127).

8. In reply to a question of a Government member (Ecuador) the representative of the Director-General indicated that account was taken of differences in climatic and geographical conditions in various countries in Articles 4 and 8 of the Convention and that the Office had endeavoured to reflect this in the corresponding parts of the draft form of report.

9. The Committee therefore approved the draft form of report prepared by the Office.

10. The Committee recommends the Governing Body to approve the form of report for the Maximum Weight Convention, 1967 (No. 127), which will be found in Appendix II to this report.

Standing Orders

Freedom of Speech of Non-Governmental Delegates to ILO Meetings.

The Committee decided to defer examination of this question to the 178th Session of the Governing Body.

Sergio Armando Frazão,
Chairman.
Fourteenth Item on the Agenda: Report of the International Organisations Committee

I. The International Organisations Committee met on 11 November 1969. Opening the meeting, the Principal Deputy Director-General invited the Committee to elect its chairman. Mr. Pozharsky, Government member of the USSR, was nominated by Miss Green, Government member for the United Kingdom. The Employer and Worker members were not in a position to offer their support to this candidature as they had not been able to consider it in their groups. In the absence of any other candidature, Mr. Pozharsky was declared duly elected Chairman of the Committee. Mr. Tata and Mr. Morris were then elected Employer Vice-Chairman and Worker Vice-Chairman respectively.

II. Activities of the Economic and Social Council

2. The Committee considered notes on the activities of the Economic and Social Council at its 46th and 47th Sessions. These notes summarised the deliberations and decisions of the Council on matters of direct concern to the ILO and indicated briefly the action taken or proposed by the ILO with regard to these matters.

3. It was noted that reports on the Second Development Decade had been submitted direct to the Governing Body so that it could hold a full discussion as recommended by the Committee at its March and May meetings. There had also been new developments, notably a report by the Commission on International Development, chaired by Mr. Lester Pearson, former Prime Minister of Canada, which would be before the Governing Body. While the importance of the matter warranted full consideration by the Governing Body, it was considered useful for the International Organisations Committee to analyse such questions in preparation for the discussion in the Governing Body itself. The Committee therefore agreed that it might review the question of the Second Development Decade at its next meeting in order to submit, as appropriate, recommendations to the Governing Body.

International Conference on the Human Environment

4. After considering a report on problems of the human environment, to which the ILO had contributed, the Economic and Social Council had made recommendations to the United Nations General Assembly concerning the objectives and organisation of an International Conference on the Human Environment, to be held in 1972. The interest of the ILO in the Conference had been brought to the Council's attention in a statement which pointed out that industrial processes not only polluted the working environment, but also contributed heavily to the deterioration of the total environment, and that much of this pollution was not essential to industry and could be prevented.

5. Employer members expressed concern over the implication of the ILO statement that industrial processes polluted the total environment. Occupational hazards were well known and were generally kept under control by legislation; were new factors involved?

6. Government members considered that the relation of urban and industrial pollution to deterioration of the total environment needed to be clarified.

7. The Worker members took a keen interest in problems of the human environment. They suggested that the ILO should send a tripartite delegation to the United Nations Conference since all three groups had specialised knowledge. Workers were affected not only by conditions in the workplace, but by urban pollution, which was inseparable from industrial pollution. This could be reduced or, better, prevented. Control was urgent to safeguard the future of man as a species, already domestic and industrial wastes were damaging water resources in some countries. The deterioration of the total environment was a hazard to workers.

8. Recognising that urban and industrial pollution were inseparable, and that domestic pollution was also a factor, the Committee thought it important, in any overall consideration of the human environment, to give proper and balanced consideration to the industrial element. ILO participation in the International Conference on the Human Environment was therefore essential. The appointment of a tripartite delegation would be discussed in due course with the Officers of the Governing Body.

Social Security

9. In its Resolution 1405 (XLVI) the Economic and Social Council had expressed the view that a significant relationship existed between social security and social welfare, recommended to the Commission for Social Development that it should include questions relating to social security in its long-term programme for 1969-73, and requested the Secretary-General to consult with the ILO regarding the preparation of a comparative study of social security systems, social security planning and the role and responsibility of the State in this matter.

10. Special attention was drawn to the Council's request by a Government member, who hoped that the ILO would make a significant contribution. The Committee noted that the ILO would prepare the report for submission to the Commission for Social Development in due course. It was mindful, however, of the need to avoid overlapping in this field. The ILO since its establishment had dealt continuously and intensively with social security in countries at all stages of development. It was not desirable that this activity should be duplicated by the Commission for Social Development, and the hope was expressed that this would be fully recognised by the Commission, as it was by the United Nations Secretariat.

Youth

II. The Economic and Social Council, in its Resolution 1407 (XLVI) on long-term policies and programmes for youth in national development, had called upon member States to give effect to the international instruments adopted thus far which are aimed at creating better conditions for the education of young people and at...
giving them an increasingly important role in society. It had also recommended that governments in their development plans, and the United Nations organisations in their programmes, should take account of the needs of youth, including satisfactory working conditions and protection against unemployment. The Council had also decided that measures taken to strengthen and co-ordinate existing youth programmes of the United Nations system, and had requested a report—in the preparation of which the ILO will collaborate—on the world social situation of youth.

12. Several members of the Committee expressed interest in these recommendations and in the proposed report. It was agreed that the ILO should continue to give attention to the problems of youth that come within its scope. While pursuing its co-operation with other international organisations in this field, the ILO should not—and does not in fact—await their decisions before acting on matters coming directly within its competence. It was proposed to continue this practice with respect to matters of concern to the ILO which are on the agenda of the Council.

Volunteers.

13. Interest was also expressed in the proposal, presented to the Council at its 47th Session, to establish an international corps of volunteers which would enable young people to contribute to technical co-operation and make a practical contribution to the solution of world problems. The Committee noted with satisfaction that the outcome of its 46th (New York, 21-22 October 1968) and 47th (Rome, 28-29 April 1969) Sessions, had not been published in time to be submitted to the International Organisations Committee at the May meeting, the Committee had decided, in accordance with the usual practice, to consider the 35th Report of the ACC at its present meeting.

16. A number of questions dealt with in that report had been referred to the ACC in its 46th (New York, 21-22 October 1968) and 47th (Rome, 28-29 April 1969) Sessions, had not been published in time to be submitted to the International Organisations Committee at the May meeting, the Committee had decided, in accordance with the usual practice, to consider the 35th Report of the ACC at its present meeting.

III. ILO/FAO/ICA/IFAP Joint Action in the Field of Co-operatives

19. The Committee recalled that at the 174th Session of the Governing Body (February-March 1969) it had considered the participation of the ILO, together with the FAO, the International Federation of Agricultural Producers (IFAP) and the International Co-operative Alliance (ICA), in a programme of joint action on co-operatives. The Committee was informed that the Director-General had now secured the consent of the organisations concerned to the request of the Governing Body that they participate in the International Organisations Committee, which looked forward to examining it at its next meeting.
IV. Report of the Sixth Session of the Joint ILO/WHO Committee on Occupational Health
(Geneva, 4-10 June 1968)

21. The Committee had before it a report on the above meeting which set out the conclusions reached by the Joint Committee concerning the permissible limits of toxic substances in the working environment. 1

22. One Government member noted that among the participants in the meeting there had been none from Latin America and only two from developing countries. He expressed the desire that in future ILO technical meetings the principle of fair geographical distribution should be observed.

23. Worker members regretted that this meeting had been concerned with generalities and that no attempt had been made to deal with the problem of exposure to radioactive substances, which called for standard international regulation. Even where international agreements existed, actual permissible limits for exposure to ionising radiations were being raised at the national level, despite the fact that the effects of exposure might take as long as fifteen or twenty years to appear. The problem should be tackled from the preventive rather than the curative angle.

24. An Employer member described the report of the Joint Committee as important and suggested that it should be referred to the Committee on Industrial Committees.

25. The representative of the Director-General indicated that the work of the Joint Committee had to be seen in the context of the ILO's relations with the WHO, of which the meeting in question was only a small part. The meeting was not intended to deal with the whole question of toxic substances but to reach an agreement on certain limited highly technical problems as viewed primarily by doctors and occupational health specialists. The remarks about the composition of ILO technical meetings would be drawn to the attention of the Governing Body and would be kept in mind, but the composition of the meeting as far as the ILO was concerned had been approved by the Governing Body. The forthcoming review by the Governing Body of the ILO occupational health and safety programme would afford an opportunity to examine the adequacy of safeguards against radiation protection and the need to supplement them.

26. The Committee agreed to recommend the Governing Body:
(a) to take note of the report of the Sixth Session of the Joint ILO/WHO Committee on Occupational Health;
(b) to authorise the Director-General to communicate the report and the working papers submitted to the meeting to governments, employers' and workers' organisations and the institutions and services concerned;
(c) to invite the Director-General, in drawing up the Office's programmes in future years, to take into account the recommendations made by the Joint Committee at its Sixth Session.

V. United Nations Seminar on Special Problems relating to Human Rights in Developing Countries (Nicosia, Cyprus, 26 June - 9 July 1969)

27. The Committee had before it an information paper on the above Seminar, which had been attended by an ILO representative. The agenda of the Seminar was as follows:

I. Consideration of special problems relating to the creation of adequate conditions at the national level for the promotion and protection of human rights in developing countries.

II. The promotion of individual human rights in the context of national development, with particular reference to:
(a) the right to a decent existence and to an adequate standard of living;
(b) the right to education;
(c) the right to work, including trade union rights and fair conditions of employment;
(d) the right to property, including consideration of individual and corporate property rights and taxation policy and of foreign investment in relation to national development programmes and to national sovereignty over natural resources;
(e) the right to liberty and security of the person, with particular reference to the treatment of persons deprived of liberty and the right to a fair trial;
(f) the right to freedom of thought, expression, conscience and religion, including the right of peaceful assembly and association;
(g) the right to equality of treatment and absence of discrimination.

III. Limitations and restrictions on human rights imposed by law.

IV. Institutions and procedures for ensuring the promotion of, and respect for, human rights in developing countries:
(i) at the national level;
(ii) at the international level.

28. The Seminar was an inter-regional one in which some thirty States Members of the United Nations participated. There were also two observers. The report and conclusions of the Seminar were not available in final form, and they would be put at the disposal of the Committee when available.

29. The Employer members were disappointed by pious resolutions on human rights. It was high time to practise rather than preach. The ILO should pinpoint its faith in the freedom of association for employers and workers the world over.

30. The Worker members expressed their belief in the universal character of human rights and inquired as to what the meeting in question had accomplished. The Principal Deputy Director-General pointed out that it was difficult to assess what a particular conference had accomplished, particularly when the object of the conference was to discuss problems rather than to formulate conclusions. It was important, however, that the ILO should be represented in such meetings so that participants, who often knew little about the work of the ILO in the field of human rights, should be informed of such work. One Government member stressed the importance of ILO participation in human rights meetings.

VI. International Education Year

31. The Committee considered a note on the results of the ILO's continuing collaboration with UNESCO and the other international organisations concerned in preparations for the International Education Year, which is to be observed in 1970. UNESCO's report to the Economic and Social Council on this subject 2 described the progress made and suggested, as a theme for the Year, "life-long integrated education". The Selective Programme of the ILO for the Year, which was annexed to UNESCO's report, was placed before the Committee for information.

32. The Economic and Social Council had recognised that the international organisations could act only as catalysts and co-ordinators for the Year, as no special funds would be available, and that the work undertaken would be continued in the Second Development Decade.


While requesting these organisations to intensify their concerted efforts, the Council had considered that the Year was above all an occasion for reflection and action by governments. In the circumstances, the ILO's selective programme would naturally take second place to the achievements of governments, working in close co-operation with all others interested, particularly employers' and workers' organisations.

33. The note before the Committee listed some examples of activities which member States might profitably undertake during International Education Year, as follows:

(a) evaluate part or all of the country's training system for personnel at some or all levels, including training programmes provided by government departments, by special institutions, by professional bodies, by employers or workers, etc., and the methods of training used and co-ordination among the various programmes; and establish recommendations, in order of priority, for the improvement or modification of these programmes in the light of the evaluation;

(b) evaluate facilities for training some or all categories of training staff for the various forms of vocational training at some or all levels and in some or all branches of economic activity, as well as for workers' education, and establish priorities for the improvement or utilization of these facilities as necessary in the light of the evaluation;

(c) consider the desirability of establishing special youth employment and training schemes or pre-vocational training programmes for young people, or evaluate such schemes and programmes where they already exist; establish plans for action as appropriate in conjunction with such schemes and programmes;

(d) make provision within the vocational training system for women and girls to have adequate access to training at all levels and in all fields with a view to enabling them to qualify for an adequate range of employment;

(e) establish an inventory of training facilities outside the school system, covering management and middle-level personnel (supervisors and technicians) in the various sectors of the economy, with a view to considering what further action may be desirable;

(f) evaluate national vocational guidance facilities and establish priorities for their development or improvement as appropriate in the light of the evaluation;

(g) conduct research and organise publicity in connection with training and human resources development as appropriate;

(h) review arrangements for the provision of paid leave for educational and training purposes.

34. The Worker members suggested that the Committee should include in its recommendation to the Governing Body a reference to collaboration by governments with employers' and workers' organisations as mentioned in paragraph 8 of the report.

35. Although some scepticism was expressed concerning the proliferation of such Years, the aims of the International Education Year were generally appreciated and the ILO's participation was commended. It was noted that the activities of the ILO relating to vocational training were parallel to and complemented those of UNESCO in the fields of functional literacy and general education in and out of school.

36. With regard to the suggestion that, since the inability of many countries to provide primary school results in a waste of human resources, the ILO should study the right to education, the Committee noted that the Director-General would consult the Director-General of UNESCO to determine the usefulness of such a study, and that no comment could be made at present as to the resources which might be available for it, nor as to the date.

37. At the conclusion of its discussion the Committee decided to recommend the Governing Body to note the examples of activity in the labour sphere which member States might undertake, in co-operation with employers' and workers' organisations, during the International Education Year and to invite the Director-General to co-operate with governments and employers' and workers' organisations, and to continue co-operation with UNESCO, in order to make a positive contribution in matters of concern to the ILO to the celebration of the International Education Year in 1970.

VII. International Conference of Ministers Responsible for Social Welfare

38. When the Committee considered, in November 1968, a note on the United Nations Conference of Ministers Responsible for Social Welfare, the report of that Conference had not been published and its conclusions were still to be considered by the United Nations General Assembly and the Economic and Social Council. The Committee therefore decided to consider further developments should the conclusions of these bodies make it desirable.

39. The Economic and Social Council, after examining the report of the Conference, had recommended that it should be forwarded to the policy-making bodies of the United Nations family in the economic and social fields so that due consideration should be given to the findings, conclusions and recommendations of the Conference in the preparation of the second United Nations Development Decade. The recommendations of the Conference were placed before the Committee and full copies of its report were made available to members.

40. It was recalled that, in addressing the Conference, the representative of the ILO, Dr. Abbas Ammar, Deputy Director-General, had made a number of points, the most important of which may be summarised as follows:

(1) It is important to recognise the relationship of social welfare to other aspects of social policy. In many countries today, the aim of social policy, which the ILO is actively promoting, is not only to protect individuals against excessive hardship, but also to promote the adjustments in social organisation and motivation which are most conducive to economic development, social progress and political stability.

(2) Social welfare as a distinct activity is characterised by its concern with individual needs and problems; in this it differs in scope and approach from the closely related field of social security, which is more concerned with the provision of collective services and facilities. Through its attention to individual cases and individual welfare can orient and supplement collective action for adjustment to changes in society, and can thus promote social integration.

(3) To a limited extent, the ILO is concerned with social welfare in this sense; it has an interest also in the extent to which social welfare complements, or can complement, the efforts of the ILO. For example, in the context of national development, welfare measures can contribute to the fuller development and utilisation of human resources. The building up of social institutions, which is an ILO concern, makes it possible to organise people for development and to secure their willing participation, which is also an aim of social welfare.

(4) The ILO has always worked particularly closely with the United Nations and other international organisations to ensure that its action complements and supports theirs, and to approach social questions in a concerted and integral manner.

41. A Government member considered that there was no clear indication in what the ILO proposed to do in response to the recommendations of the Conference and of the respective responsibilities of the United Nations...
and the ILO with regard to social welfare. He had reservations concerning the financial implications of the collaboration with the United Nations which was implied by paragraphs 22 and 28 of the recommendations. He assumed that definite proposals on these points would be forthcoming later.

42. The Worker members considered that the distinction made by the ILO statement between social welfare and social security (paragraph 40 (2)) was arbitrary and artificial; social welfare was encompassed within the broader concept of social security, which was the main tool for securing social welfare. Thus it was not correct to state that the ILO was concerned with social welfare in a limited sense (paragraph 40 (3)). It was agreed that this was implicit in the recommendation for further action.

43. The International Organisations Committee then decided, taking note of the reservations expressed, to recommend the Governing Body to invite the Director-General to continue to co-operate with the United Nations in such activities of concern to the ILO as the United Nations may undertake in pursuance of the recommendations of the International Conference of Ministers responsible for Social Welfare, and to be guided in such co-operation by the considerations set out in the preceding paragraphs.

VIII. ILO/UNICEF Guidelines for International Action in the Field of Pre-Vocational Training

44. The Committee considered a paper on the above item to which a UNICEF document entitled “Assessment of Pre-Vocational Training Projects Assisted by UNICEF and ILO” was appended. This document had been prepared by the ILO in consultation with UNICEF and UNESCO.

45. It was recalled that during the summer of 1968 three independent experts had carried out missions for the assessment of pre-vocational projects in six developing countries. The Office made a questionnaire survey of pre-vocational training projects in other countries, and a Seminar was held in Tunis in May 1968 with the assistance of the United Nations Development Programme (UNDP). This action led to the preparation of the above-mentioned document, which was submitted to the Executive Board of UNICEF at its meeting held in Santiago, Chile, in May 1969.

46. The Executive Board also had before it a joint statement by the Executive Director of UNICEF and the Director-General of the ILO, in which attention was drawn to the grim prospects facing children and youth in developing countries and to the role of pre-vocational training as a means of preparing them for adult life and constructive work that would enable them to contribute to national development. When discussing the report, the Board commended the assessment for its objectivity and frankness. As pre-vocational training was closely related to national development, it was regarded as particularly important that the ILO and UNESCO should collaborate closely in the further development of projects in that field. In line with these recommendations and in view of the importance of this type of action for millions of children, it was the intention of the Office to carry out other studies in close collaboration with UNICEF, UNESCO and the FAO.

47. In the opinion of one Worker member, the place of pre-vocational training was between education and vocational training proper. He stressed the need to associate workers’ and employers’ organisations closely with the planning and execution of projects, since ultimate responsibility would be the most concerned. That being so, the ILO should play a leading role in this field within the United Nations system.

48. The Committee then took note of the report.

IX. Implementation of the Declaration on the Granting of Independence to Colonial Countries and Peoples by the Specialised Agencies and the International Institutions Associated with the United Nations

49. The Committee had before it the full text of Resolution 1450 (XLVII) adopted on 7 August 1969 by the Economic and Social Council in the course of its 47th Session, held in Geneva, which urged further efforts, notably by the specialised agencies, to secure the rapid implementation of the Declaration on the Granting of Independence to Colonial Countries and Peoples. 2 The Committee recalled that on 8 November 1968, at the 173rd Session of the Governing Body, it had, in response to earlier similar requests, unanimously made a comprehensive recommendation concerning the position of the ILO on the matter, which the Governing Body had unanimously accepted. 3 It was also recalled that the full text of the Governing Body’s statement had subsequently been brought to the attention of the Economic and Social Council and the General Assembly of the United Nations through the appropriate channel.

50. The Government member for the USSR stressed the importance that should continuously be given to the resolutions of the General Assembly and the ECOSOC on the implementation of the Declaration, the tenth anniversary of which would be celebrated in 1970. His Government supported the resolution adopted by the Economic and Social Council at its 47th Session. He further drew attention to operative paragraph 4 of the resolution, which recommended the specialised agencies to enter into agreements with the Organisation of African Unity (OAU), and requested information concerning arrangements for co-operation between the ILO and the Organisation of African Unity.

51. The Principal Deputy Director-General indicated that the Committee would continue to keep regularly informed of further developments in this matter. Resolutions on the subject adopted by other United Nations bodies after the adoption of Resolution 1450 (XLVII) were at present under consideration by the General Assembly, and the Committee would be informed at its February 1970 meeting of the outcome of the debates of the current 24th Session of the General Assembly, which would provide an opportunity for the Committee to consider whether further action by the ILO appeared to be called for.

52. Since the Governing Body had unanimously stated its views, the Director-General and the Office had continued to maintain close and continuing contact with the OAU as provided in the Governing Body’s statement. The Committee was aware that as long ago as 1965, the ILO had concluded a relationship agreement providing for co-operation with the OAU, and had been the first among the organisations in the United Nations system to do so. The ILO was a member of both the Consultative and the Standing Committees of the OAU Refugee Placement Bureau, and regularly participated in their meetings, in addition to maintaining day-to-day contacts with the OAU Secretariat in Addis Ababa, through the Regional Co-ordinator. The resolution of the existing difficulties affecting the machinery for submitting requests for assistance by the OAU would facilitate effective co-operation in the further implementation of the Governing Body’s decision.

53. While satisfied with the present position and the manner in which it had been stated, the Worker members wished to stress once again the universal character of the


3 See Minutes of the 173rd Session of the Governing Body, seventh sitting, p. 43, and Appendix XIX, para. 23, p. 124.
Governing Body’s condemnation of the subjection of peoples to alien subjugation, domination and exploitation, which was not necessarily confined to colonial peoples and countries.

X. ILO Participation in the Commemoration of the Twenty-fifth Anniversary of the United Nations

54. It was recalled that on 19 December 1968 the General Assembly had decided to commemorate the twenty-fifth anniversary of the United Nations (1970) in an appropriate manner. A Preparatory Committee had been entrusted with the task of preparing recommendations and plans for the commemoration. In one of its recommendations this Committee had asked the Secretary-General of the United Nations to inquire of the specialised agencies what activities they might consider undertaking within the framework of the decision of the General Assembly. Subsequently, the Director-General, in response to a letter on the subject from the Secretary-General, wrote on 18 August 1969 to the latter describing the ways in which the ILO envisaged participating in the commemoration of the twenty-fifth anniversary of the United Nations.

55. The Principal Deputy Director-General recalled the generous degree of co-operation extended by the United Nations to the ILO in its fiftieth anniversary. That co-operation had found expression on 18 June 1969 in Geneva, when the Secretary-General had addressed the Conference, and later on 29 October 1969 in New York, when the General Assembly had devoted a whole day to commemorating the fiftieth anniversary of the ILO. It would be fitting for the ILO to participate fully in the celebration of the twenty-fifth anniversary of the United Nations.

56. The Chairman expressed the general wish of the Committee that the ILO should commemorate the twenty-fifth anniversary of the United Nations appropriately.

57. Lastly, the Committee heard a statement by the representative of the United Nations, Mr. Ismat Kittani, Deputy Assistant Secretary-General for Inter-Agency Affairs, whose presence had earlier been welcomed by the Chairman, and who outlined the progress of the work of the Preparatory Committee and the general theme of the United Nations twenty-fifth anniversary celebrations, and welcomed the proposed participation of the ILO in the celebrations.

V. S. POZHARSKY,
Chairman and Reporter.
Fifteenth Item on the Agenda: Report of the Committee on Industrial Committees

I. Meetings of Industrial and Analogous Committees in 1971

3. The Committee was invited to make recommendations concerning the convening of sessions of Industrial and analogous Committees and ad hoc meetings during 1971. In the paper submitted to it by the Director-General, the Committee was reminded that at the May and November 1968 sessions of the Governing Body it had, in accordance with established procedure, considered the future programme of Industrial Committee type meetings. Based on the biennial system of budgeting, that review had covered both 1970 and 1971. In regard to the 1970 programme, the Committee in November 1968 had made firm proposals, and these had been adopted by the Governing Body. As regards 1971, it had made a provisional selection, subject to review at the May and November 1969 sessions.

4. At its session in February-March 1969 the Governing Body had established, with effect from 1971, an ILO Programme for Industrial Activities which provide for the holding each year of three Industrial Committee type meetings—normally standing committees—plus, alternating each year, either:

(a) a further full Industrial Committee type meeting; or
(b) a number of other meetings on a smaller scale at equivalent cost.

The Governing Body had further decided that in the financing of this programme the Permanent Agricultural Committee should be regarded as one of the further full meetings referred to in subparagraph (a) above and that the Joint Maritime Commission should be regarded as one of the other meetings on a smaller scale referred to in subparagraph (b). 8

5. When the Committee on Industrial Committees, at the May 1969 session of the Governing Body, had given further consideration to the programme of Industrial Committee type meetings for 1971, it had done so within the framework of this new programme, bearing in mind that a session of the Permanent Agricultural Committee was already contemplated for that year. The Committee on Industrial Committees had agreed then to make it clear that its discussions and conclusions were of a provisional character and that the Governing Body would receive firm proposals at the present November session. These are set out below.

Choice of Meetings.

6. In May 1969 there had been widespread agreement within the Committee on the inclusion of the following meetings in the programme for 1971:

- Eighth Session of the Petroleum Committee;
- Ninth Session of the Inland Transport Committee; and
- Second Tripartite Technical Meeting for the Timber Industry.

At the present November session the Committee on Industrial Committees confirmed this conclusion.

7. The Committee on Industrial Committees recommends that the Governing Body decide that the programme of meetings for 1971 should include the following meetings:

(1) Petroleum Committee (Eighth Session);
(2) Inland Transport Committee (Ninth Session); and
(3) Second Tripartite Technical Meeting for the Timber Industry.

Choice of Agenda Items.

8. At the May 1969 session Lord Collison had expressed the hope that the scope of one of the items proposed for the Eighth Session of the Petroleum Committee—namely occupational safety in the petroleum industry in the light of technical change—would be broadened to cover problems of occupational health, especially in view of the cancer hazards to which workers engaged in the extraction and refining of petroleum are exposed.

9. Furthermore, the Office had received a letter dated 19 August 1969 from the International Confederation of Free Trade Unions containing suggestions for changes in the proposed agenda of the Eighth Session of the Petroleum Committee and that of the Ninth Session of the Inland Transport Committee. The letter pointed out that these suggestions were the result of consultations with the ICFTU affiliates concerned.

10. The proposals made by the Director-General in the paper submitted to the Committee on Industrial Committees at the present November session therefore comprised the proposals originally made in May 1969, partially modified in the light of the suggestions of Lord Collison and the ICFTU.

Petroleum Committee (Eighth Session).

11. The Director-General proposed the following agenda for this meeting:

2. Social problems of contract, sub-contract and casual labour in the petroleum industry.
3. Occupational safety and health in the petroleum industry in the light of technical change;
or
4. Conditions of life in remote petroleum exploration and production sites.

12. Mr. Faupl, on behalf of the Worker members, proposed that items 1 and 2 and the first alternative for item 3 should be accepted.

13. Mr. Erdmann, on behalf of the Employer members, accepted the proposal.

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1 See fifth sitting.

14. The Committee on Industrial Committees recommends that the Governing Body determine the agenda of the Eighth Session of the Petroleum Committee as follows:

2. Social problems of contract, sub-contract and casual labour in the petroleum industry.
3. Occupational safety and health in the petroleum industry in the light of technical change.

Inland Transport Committee (Ninth Session).

15. The Director-General proposed the following agenda for this meeting:

2. Working conditions and safety provisions applying to persons employed on board road vehicles, with particular reference to drivers.
3. Basic and advanced vocational training of road transport drivers, especially in developing countries; or Problems relating to vocational training and workers' training for promotion in road transport, with particular reference to drivers and to conditions in developing countries.

16. Mr. Faupl, on behalf of the Worker members, proposed that items 1 and 2 and the second alternative for item 3 should be accepted.

17. Mr. Erdmann, on behalf of the Employer members, supported the proposals for items 1 and 2; however, as regards item 3, while the Employers considered that the substantive difference between the two alternatives was not great, they preferred the first one.

18. The Government member for the Federal Republic of Germany suggested that the representatives of developing countries should be consulted, since both alternatives for item 3 specifically mentioned those countries. Mr. Heaton proposed the following wording for item 3. In any case, as regards the second, training should not be expected to guarantee promotion. Mr. Phiri also supported the first alternative. He felt that emphasis on promotion would cause problems. Furthermore, training drivers to use expensive equipment was causing no problems in developing countries.

21. The Government member for the Federal Republic of Germany suggested that the representatives of developing countries should be consulted, since both alternatives for item 3 specifically mentioned those countries. In any case, as regards the second, training should not be expected to guarantee promotion. Mr. Phiri also supported the first alternative. He felt that emphasis on promotion would cause problems. Furthermore, training drivers to use expensive equipment was causing no problems in developing countries.

23. The Government member for Uganda thought that the points raised by Mr. Faupl were covered by the wording of the first alternative for item 3. In any case, as regards the second, training should not be expected to guarantee promotion. Mr. Phiri also supported the first alternative. He felt that emphasis on promotion would cause problems. Furthermore, training drivers to use expensive equipment was causing no problems in developing countries.

24. Mr. Morris supported the second alternative because it covered all the points of interest, notably promotion in the widest sense, including graduation from simple to heavy, complex vehicles. Some employers did provide opportunities for promotion, but by no means all, and this was why the subject needed to be included explicitly. Mr. Faupl also emphasised the desirability of a flexible agenda item that would give the Inland Transport Committee an opportunity to discuss promotion if it so wished.

25. Arguing from the point of view of increased productivity, Lord Collison said that promotion was a basic factor: the worker deserved something in return for his training and effort and should be given an incentive in the form of promotion opportunities. The speaker therefore proposed that item 3 be worded “Basic and advanced vocational training in road transport, with particular reference to drivers and to conditions in developing countries.”

26. Mr. Erdmann said that he could accept Lord Collison's proposal, although he felt that the term “advanced training” already included the concept of promotion. However, he opposed the insertion of the words “Promotion relating to” at the beginning of the item.

27. Mr. Bannerman-Menson shared the reservations of previous African speakers concerning the word “promotion” and opposed its insertion.

28. As a compromise solution, which he felt would reflect what the Workers had in mind, Mr. Henhker-Heaton proposed the following wording: “Basic and advanced vocational training of road transport drivers, including promotional prospects, of road transport drivers, especially in developing countries.”

29. Mr. Faupl remarked that the views expressed by the Worker members in the Committee represented those of workers in both developed and developing countries. It should be remembered that the subject under discussion was a social problem as well as an economic one. Mr. Bendjedik deplored the emphasis, in both alternatives for item 3, on developing countries. Workers' problems were basically the same everywhere; they included the right to security of employment and therefore to retraining. He supported the first alternative, provided the words “especially in developing countries” were dropped, on the understanding that the report to be prepared by the Office for the Inland Transport Committee would, where necessary, deal with the specific problems of particular groups of countries.

31. Mr. Faupl, on behalf of the Worker members, supported that proposal. Mr. Erdmann, on behalf of the Employer members, also agreed to the proposal made for a discussion of how to train workers to drive complex vehicles, for instance, by using secondhand equipment. He commented that there had clearly been some experience of this method in developing countries, where certain big companies had donated such equipment for experimental purposes.
by the Chairman, on the understanding that the Committee's discussion would be confined to the industry concerned. The Government member for Italy suggested that the Office report should also deal with (a) the age of admission to training, and (b) the terminal point of training (i.e. the issue of a driver's permit).

32. Mr. Faupl suggested that, for the sake of logic, item 2 should be reworded as follows: "Working conditions and safety provisions applying to persons employed in road transport." This proposal was supported by Mr. Erdmann on behalf of the Employer members.

33. The Committee on Industrial Committees recommends that the Governing Body determine the agenda of the Ninth Session of the Inland Transport Committee as follows:
   2. Working conditions and safety provisions applying to persons employed in road transport.
   3. Basic and advanced vocational training in road transport.

Second Tripartite Technical Meeting for the Timber Industry.

34. The Director-General proposed the following agenda for this meeting:
   2. Conditions of life and work in the timber industry.
   3. Stabilisation of employment in the timber industry.

35. Mr. Faupl, on behalf of the Worker members, proposed that item 2 should be accepted. With regards item 3, the Workers suggested that the words "including wage problems" should be added.

36. Mr. Erdmann, on behalf of the Employer members, opposed the introduction of the subject of wages and proposed that item 2 should be accepted as it stood. He was supported by the Government member for Kenya.

37. Mr. Morris said that in the case of the timber industry the question of wages was inseparable from that of conditions of life and work.

38. The Chairman expressed the view that it was unnecessary to mention wages explicitly, since they were covered by the term "conditions of work". This view was contested by Mr. Erdmann; according to his understanding, the ILO made a distinction between conditions of work, i.e. technical conditions, and conditions of employment, i.e. contractual matters. In its original proposals made in May 1969 the Office itself had tacitly confirmed this distinction by suggesting, as an alternative for item 3, "Wage problems in the timber industry". If wages were now to be included in item 2 the workload would be doubled.

39. The Government member for the USSR said that in his country the concept of conditions of work was very broad and included wages. It was certainly desirable to look at the question of wages in the timber industry, and he therefore proposed that the item should be worded: "Conditions of life and employment in the timber industry". He suggested the term "provision of stability of employment", whereas "regularisation" implied the possibility of increasing employment. Moreover, the Employers felt that "regularisation" was an appropriately broad concept, which referred not merely to the over-all level of employment but also to questions of employment structure.

40. Mr. Faupl, recognising that the word "regularisation" could have negative implications, suggested that instead of "regularisation" the word "stabilisation" should be used.

41. Mr. Morris, referring to his own experience in the timber industry, thought that the term "organisation of employment", which implied that there would have to be negotiations on employment questions, was in the Workers' minds overshadowed.

42. Mr. Bensedik wondered whether the words "conditions of life" had any practical meaning, and he proposed that the item should be worded: "Conditions of work and remuneration in the timber industry." Mr. Morris, referring to his own experience in the timber industry, explained in some detail why, in that particular industry, a discussion of conditions of life was highly relevant.

43. Lord Collison fully agreed that the question of wages had to be discussed but felt that the subject was implicitly covered by the present wording of the item.

44. The Chairman suggested that item 2 should be accepted as it stood. He pointed out that "stabilisation" was a very uncertain word which could mean keeping employment at its present level or even at a lower level; it did not imply an advance in employment, whereas "regularisation" implied the possibility of increasing employment. Moreover, the Employers felt that "regularisation" was an appropriately broad concept, which referred not merely to the over-all level of employment but also to questions of employment structure.

45. As regards item 3, Mr. Erdmann, on behalf of the Employer members, suggested that the word "stabilisation" should be replaced by "regularisation". This view was further developed by Mr. Neillan, who pointed out that "stabilisation" was a very uncertain word which could mean keeping employment at its present level or even at a lower level; it did not imply an advance in employment, whereas "regularisation" implied the possibility of increasing employment. Moreover, the Employers felt that "regularisation" was an appropriately broad concept, which referred not merely to the over-all level of employment but also to questions of employment structure.

46. Mr. Louet felt that the word "regularisation" could have negative implications; it might include the dismissal of redundant workers. "Stabilisation", on the other hand, was ambiguous. He suggested the term "organisation of employment", which implied that there would have to be negotiations on employment questions.

47. As regards item 3, Mr. Erdmann, on behalf of the Employer members, suggested that the word "stabilisation" should be replaced by "regularisation". This view was further developed by Mr. Neillan, who pointed out that "stabilisation" was a very uncertain word which could mean keeping employment at its present level or even at a lower level; it did not imply an advance in employment, whereas "regularisation" implied the possibility of increasing employment. Moreover, the Employers felt that "regularisation" was an appropriately broad concept, which referred not merely to the over-all level of employment but also to questions of employment structure.

48. The representative of the Director-General informed the Committee that "regularisation" was the term most commonly used by the ILO and by the committees that had dealt with the subject on various occasions in the past.

49. Mr. Faupl, recognising that the word "stabilisation" had not been evoked from the Office, regretted that the first Tripartite Technical Meeting for the Timber Industry had not used it. However, it was desirable to create as little as possible from that meeting's proposal, unless the situation had radically changed in the twelve years that had since elapsed. Mr. Morris said that at the Meeting the question of "stability" of employment had been discussed and it was that word that should have been used. "Stabilisation" did not reflect the needs of the industry as regards permanence of employment.

50. Mr. Neillan, on behalf of the Employer members, proposed the wording: "Problems related to the stability of employment in the timber industry." Mr. Faupl accepted the proposal on behalf of the Worker members.

51. The Committee on Industrial Committees recommends that the Governing Body determine the agenda of the Second Tripartite Technical Meeting for the Timber Industry as follows:
   2. Conditions of life and work in the timber industry.
   3. Problems related to the stability of employment in the timber industry.
II. Second Tripartite Technical Meeting for Mines Other Than Coal Mines: Effect to Be Given to the Conclusions of the Meeting

52. At the May 1969 session of the Governing Body the committee on Industrial Committees had before it a Note on the Proceedings of the Second Tripartite Technical Meeting for Mines Other than Coal Mines, which was held in Geneva from 18 to 29 November 1968 under the chairmanship of Mr. Purpura (Italy), as well as the Director-General's proposals concerning the effect to be given to the conclusions of the Meeting.

53. On the committee's recommendation, the Governing Body authorised the Director-General to communicate to governments the reports, conclusions and resolutions adopted by the Meeting, requesting them to communicate these texts to the employers' and workers' organisations concerned.

54. The committee was now called on to continue its study of the Director-General's proposals concerning the effect to be given to the conclusions of the Meeting.

55. Mr. Erdmann remarked that papers setting out the effect to be given to the conclusions of committees or other meetings were often too long. He was glad to note that the paper concerning the conclusions of the Seventh Session of the Chemical Industries Committee was concise and hoped that the Office would try to maintain this new presentation in the future.

Employment and Conditions of Work.

56. In paragraph 1 of the conclusions (No. 7) concerning employment and conditions of work in mines other than coal mines in the light of fluctuations in the international mineral trade, which it adopted unanimously, the Meeting expressed the view that the ILO, through the mandate given to it to deal with social problems, should extend its co-operation to seek measures to ensure the development of the mining industry, while associating in that search the governments and the employers' and workers' organisations concerned.

57. With respect to the effect to be given to this request, the Director-General had pointed out that the ILO had co-operated with other international organisations competent in the field of industrial development and promotion of international trade because it considered that industrial development and the extension of international trade had a favourable effect on economic expansion, the level of employment, conditions of work and welfare. He had added that, while continuing its consultations and co-operation with the United Nations, the United Nations Conference on Trade and Development (UNCTAD) and the United Nations Industrial Development Organisation (UNIDO), the Office would follow closely changes in the situation of workers employed in mines other than coal mines and would pay special attention to the social questions arising in that branch of industry and to the social protection and adjustment measures needed to mitigate or offset any adverse effects of fluctuations in the international metal trade. The Director-General intends to take account of the views expressed by the Second Tripartite Technical Meeting for Mines Other than Coal Mines in the future work of the ILO in this field.

58. The committee recommends that the Governing Body request the Director-General to conclude and extend the co-operation of the Office in this field, on the basis of its terms of reference, to other international organisations in the search for measures to ensure the development of the mining industry.

59. In paragraph 26 of the conclusions (No. 9) concerning measures needed to meet safety and health requirements in mines other than coal mines, which it adopted unanimously, the Meeting invited the Governing Body to request the Director-General to: (a) undertake the necessary consultations with a view to the preparation of codes of practice relating to safety and health in the various branches of the mining industry; (b) intensify the work of the International Occupational Safety and Health Information Centre; (c) continue its work in the field of statistics of accidents and occupational diseases with a view to ensuring their standardisation and their co-ordination on an international basis; (d) pay particular attention to problems of radiation protection arising in the mining and milling or handling of radioactive ores, especially by drawing the attention of member States to the Code of Practice published jointly by the ILO and the International Atomic Energy Agency (IAEA), keeping the Code up to date and collaborating with member States, international organisations and other competent bodies in order to continue the publication and distribution of information on training and other aspects of occupational safety and health in the mining industry.

60. In regard to these suggestions, the Director-General had pointed out that questions relating to occupational safety and health in the mining industry had always been in the forefront of ILO activities and that he intended to devote special attention to the task of bringing up to date the Code of Practice on Radiation Protection in the Mining and Milling of Radioactive Ores, having regard to the rapid development of technical data in this field. The Office will also continue its preparatory work on codes of practice relating to the prevention of explosions and major falls of ground and to rescue methods.

61. The United States Government member drew attention to the reservations expressed at the Meeting by the representative of his country as regards certain provisions of the Code of Practice on Radiation Protection published jointly by the ILO and the IAEA.

62. The committee recommends that the Governing Body request the Director-General to continue the work of the Office in the field of occupational safety and health, taking into account the wishes expressed by the Office in paragraph 26 of conclusions No. 9.

Effect Given to the Conclusions and Resolutions Adopted by the First Tripartite Technical Meeting for Mines Other Than Coal Mines

63. The Second Tripartite Technical Meeting for Mines Other than Coal Mines, during its consideration of the report of its Working Party, the ILO, given to the Conclusions and Resolutions Adopted by the First Meeting, approved a classification, section II, group B of which lists the conclusions and resolutions which should continue to receive the attention of the Office.

64. The committee recommends that the Governing Body request that the Director-General continue to pay attention to the conclusions and resolutions listed in the classification, section II, of the first meeting of the Working Party of the ILO. Given to the conclusions adopted by the First Meeting, approved a classification, section II, group B of which lists the conclusions and resolutions which should continue to receive the attention of the Office.

Hours of Work (Underground) for Mines Other Than Coal Mines.

65. In the resolution (No. 8) concerning hours of work (underground), which it adopted by 68 votes to 27, with 12 abstentions, the Meeting invited the Governing Body to place the question of hours of work (underground) in mines other than coal mines on the agenda of a particular session of the International Labour Conference, with a view to the adoption of an instrument on this matter.

66. As regards the effect to be given to this resolution, the Director-General had pointed out that the Reduction...
of Hours of Work Recommendation, 1962 (No. 116), applied to the mining industry, although it did not relate specifically to hours of work underground. He had also drawn attention to the Hours of Work (Coal Mines) Convention, 1931 (No. 31), and Convention No. 46 (revised 1935) on the same subject, which had not yet received the number of ratifications necessary to bring them into force.

67. The USSR Government member expressed concern at that reasoning and at the suggestion that the Governing Body should merely take note of the request made by the Meeting. Hours of work were of great importance to workers, and subsequent consideration of the resolution was desirable and necessary.

68. Mr. Faupl pointed out that the subject of the resolution had special significance for workers in the mining industry which, more than any other industry, entailed numerous occupational health and safety risks. He reminded the Committee that the Worker members had always attached special importance to the reduction of hours of work and said that the Governing Body should give prompt effect to the resolution.

69. The United Kingdom Government member considered that the very first requirement was to make a thorough study of the reasons for non-ratification of the two existing Conventions on hours of work in mines.

70. Mr. Erdmann shared that view and pointed out that the resolution had not secured the unanimous agreement of the Meeting. The Employers felt that circumstances did not warrant the drafting of a new instrument.

71. The Committee on Industrial Committees recommends the Governing Body to take note of the request made by the Meeting in resolution No. 8.

Freedom of Association and Trade Union Rights.

72. In the resolution (No. 10) concerning freedom of association and trade union rights, which it adopted unanimously, the Meeting invited the Governing Body to request the Director-General: (a) to intensify the efforts already made to ensure the implementation of the standards and principles of the International Labour Organisation dealing with freedom of association and trade union rights in mines other than coal mines throughout the world; (b) to urge the governments and the employers' and workers' organisations concerned to file complaints with the appropriate bodies of the ILO in respect of all cases where these basic principles are not effectively respected and implemented as regards mines other than coal mines; (c) to stress once again the appeal made to all member States to 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, in conformity with the resolution adopted by the International Labour Conference at its 52nd (1968) Session concerning action by the ILO in the field of human rights and in particular with respect to freedom of association.

73. With respect to this resolution, the Director-General had drawn attention to the steps which he had taken in accordance with the decision made by the Governing Body at its 173rd Session (November 1968), when it had been called upon to consider the resolution concerning action by the ILO in the field of human rights and in particular with respect to freedom of association adopted by the Conference at its 52nd (1968) Session. The Governing Body had also decided at its 173rd Session to include the question of trade union rights and their relation to civil liberties in the agenda of the 44th (1970) Session of the General Conference. The Director-General had further pointed out that the programme and budget proposals for 1970-71 approved by the Governing Body at its 174th Session (March 1969) included provision for a study by the Office concerning trade union officers and administration.

74. The Committee on Industrial Committees recommends the Governing Body to authorize the Director-General to inform the governments of ILO member States, and through them the employers' and workers' organisations concerned, of the views expressed by the Meeting in paragraphs (b) and (c) of resolution No. 10.

III. Seventh Session of the Chemical Industries Committee: Effect to Be Given to the Conclusions of the Committee

75. In resolution No. 11, which it adopted by 100 votes to 0, with 3 abstentions, the Meeting invited the Governing Body to undertake all efforts, within a comprehensive ILO programme for industrial activities, to convene its future meetings at much more regular intervals, so far as possible not exceeding three years.

76. In resolution No. 12, which it adopted unanimously, the Meeting invited the Governing Body to take into consideration problems of social security and vocational training when fixing the agenda of an early tripartite technical meeting for mines other than coal mines.

77. The Committee on Industrial Committees recommends the Governing Body to request the Director-General to take account of the wishes expressed by the Meeting in resolutions Nos. 11 and 12 when drawing up the future programme for industrial activities.

General Discussion.

79. Mr. De Bock, speaking as the Worker member of the Governing Body delegation at the Seventh Session of the Chemical Industries Committee, referred to the explanations given on pages 80 to 83 of the Note on the Proceedings. He regretted that several draft resolutions submitted by the Workers' group had not been put to the consideration of the Committee. One such draft resolution, concerning the setting up of committees for some sectors related to the chemical industries, and in particular the paper industry, had been withdrawn by its sponsors on the understanding that the Governing Body would be informed of the concern expressed in that text. Other such draft resolutions concerned important problems of industrial democracy and multi-national corporations in the industry. While there were differences of opinion, even among workers, on the best approach to these problems, the ILO should not disregard their growing importance. He wished the Committee to take note of these views.

80. Mr. Erdmann pointed out that Mr. De Bock was referring to draft texts which had been withdrawn and that he had no comments of substance to offer. The fact that he was not commenting on the points in question...
should not be taken to mean that he agreed with the statement made by Mr. De Bock.

Texts Adopted at the Seventh Session of the Chemical Industries Committee.

81. The Chemical Industries Committee adopted the following reports, conclusions and resolutions:

(a) the report of the Subcommittee on the Effects of Advanced Technology on Employment and Conditions of Work in the Chemical Industries and the conclusions (No. 47) on the same subject;

(b) the report of the Subcommittee on Training and Retraining of Workers, Technicians and Engineers in the Chemical Industries and the conclusions (No. 48) on the same subject;

(c) the report and classification of the Working Party on the Effect Given to the Conclusions and Resolutions Adopted by the Chemical Industries Committee at Its Previous Sessions;

(d) the resolution (No. 49) concerning the twentieth anniversary of the International Labour Organisation;

(e) the resolution (No. 50) concerning an ILO programme of activities relating to the chemical industries;

(f) the resolution (No. 51) concerning the role of the chemical industries within the framework of national employment policies.

82. The Committee on Industrial Committees recommends the Governing Body to authorise the Director-General to communicate to governments the reports, conclusions and resolutions adopted by the Chemical Industries Committee at its Seventh Session, drawing their special attention to the report and conclusion (No. 47) concerning the effects of advanced technology on employment and conditions of work in the chemical industries and to the report and conclusion (No. 48) concerning training and retraining of workers, technicians and engineers in the chemical industries, informing them that the Governing Body has taken note of these documents and requesting them to communicate them to the employers' and workers' organisations concerned.

Effect Given to the Conclusions and Resolutions Adopted by the Chemical Industries Committee at Its Previous Sessions.

83. The Chemical Industries Committee, when considering the report of its Working Party on the Effect Given to the Conclusions and Resolutions Adopted at Previous Sessions, adopted a classification in which section I, group C, enumerates the conclusions and resolutions on which further information from governments is considered desirable, and section II, group B, the conclusions and resolutions which should continue to receive the attention of the Office.

84. The Committee on Industrial Committees recommends the Governing Body to request the Director-General:

(a) to draw the attention of governments and, through them, that of the employers' and workers' organisations concerned to the conclusions and resolutions mentioned in section I, group C, of the classification; and

(b) to ensure that action is taken with respect to the conclusions and resolutions enumerated in section II, group B, of that classification, with a view to giving effect, within the programme of industrial activities, to the request addressed therein to the Office.

General Resolutions.

Fiftieth Anniversary of the International Labour Organisation.

85. In resolution No. 49, which was adopted unanimously, the Chemical Industries Committee expressed its appreciation of fifty years of work for the attainment of social progress and world peace and conveyed its best wishes and congratulations to the Governing Body.

86. The Committee on Industrial Committees has taken note of this resolution.

The ILO Programme of Activities relating to the Chemical Industries.

87. The Chemical Industries Committee adopted, with 121 votes in favour, none against, and 5 abstentions, a resolution (No. 50) concerning the ILO programme of activities relating to the chemical industries. In paragraph 7 of this resolution the Committee asked the Governing Body to request the Director-General to elaborate a consistent programme of activities relating to the chemical industry, to include in such a programme, which should make use of a variety of means, appropriate action in a number of specified fields, and to report on the development of this programme at an early session of the Governing Body.

88. In paragraph 2 of resolution No. 50 the Committee also suggested a number of subjects to be considered when deciding the agenda of the Eighth Session of the Chemical Industries Committee.

89. The Director-General intends to bear in mind the recommendations contained in resolution No. 50 in drawing up a draft long-term plan for the ILO covering the period 1972-77 which is to be submitted to the Governing Body for consideration at its May 1970 session. The long-term plan will include proposals for action in respect of individual industries in accordance with the decisions taken by the Governing Body in March 1969 to integrate the ILO’s activities in respect of specific branches of activity into a Programme for Industrial Activities. Moreover, the Director-General will, in accordance with the normal procedure, also submit at the May 1970 session of the Governing Body proposals for meetings of Industrial and analogous Committees in 1972-73. His proposals for the meetings to be convened and their agendas will be based on the programme proposed in the draft long-term plan. It should be noted that, under the new pattern of Industrial and analogous Committees adopted by the Governing Body in March 1969 in connection with the Programme for Industrial Activities, it will be possible to provide, in the proposals for one of the years of the biennium 1972-73, for a number of Industrial Committees and analogous Committees to meet together at a single meeting. It is intended to do this in respect of the chemical industries, in the hope that this may enable the Committees to make a more effective contribution to the work of the Programme.

90. The Committee on Industrial Committees recommends the Governing Body to request the Director-General to bear in mind the wishes expressed by the Chemical Industries Committee in resolution No. 50 when drawing up the draft long-term plan for the ILO for the period 1972-77.

Role of the Chemical Industries within the Framework of National Employment Policies.

91. In resolution No. 51, which was adopted unanimously, the Chemical Industries Committee, inter alia, invited the Governing Body to request the Director-General to bear in mind the importance of the chemical industries within the framework of an over-all employment policy and to secure the full co-operation of the employers and workers of these industries in implementing the World Employment Programme of the ILO.

92. While the chemical industry as a whole is capital-intensive, certain secondary branches, such as fine chemicals, pharmaceutical products, plastics, fibres, paints, toilet articles, etc., are relatively labour-intensive. In view of the current emphasis on basic chemical industries in a number of developing countries, the alternative of setting up secondary and finishing chemical industries, which offer more employment opportunities, seems to merit examination. The Director-General proposes to study the role of the secondary and finishing industries in the creation of employment in developing countries.

93. The Committee on Industrial Committees recommends the Governing Body to authorise the Director-General to give effect to the wishes expressed by the Chemical Industries Committee in resolution No. 51, in accordance with the considerations set forth in the preceding paragraph.

IV. Eighth Session of the Iron and Steel Committee: Effect to Be Given to the Conclusions of the Committee

94. The Committee had before it the Note on the Proceedings of the Eighth Session of the Iron and Steel Committee which was held in Geneva from 20 September to 9 October 1969 under the chairmanship of Mr. J. Králík (Czechoslovakia). In a paper submitted by the Director-General, which accompanied the Note on the Proceedings, the Committee was invited to recommend that the Governing Body authorise the Director-General to communicate to governments the reports, conclusions and resolutions adopted by the Iron and Steel Committee at its Eighth Session, requesting them to communicate these texts to the employers' and workers' organisations concerned.

95. At its Eighth Session, the Iron and Steel Committee adopted the following reports, conclusions and resolutions:

1. the report of the Subcommittee on the Role of Employers' and Workers' Organisations in Programming and Planning in the Iron and Steel Industry and the conclusions (No. 64) on the same subject;
2. the report of the Subcommittee on Wage Protection and Income Security for Workers in the Iron and Steel Industry and the conclusions (No. 65) on the same subject;
3. the report and classification of the Working Party on the Effect Given to the Conclusions and Resolutions Adopted by the Iron and Steel Committee at its Previous Sessions;
4. the resolution (No. 66) concerning freedom of association in the iron and steel industry;
5. the resolution (No. 67) concerning shift work;
6. the resolution (No. 68) concerning statistical and other relevant data and documents on legislative and contractual measures protecting workers in the iron and steel industry against the effects of technical change;
7. the resolution (No. 69) concerning an employment programme;
8. the resolution (No. 70) concerning future activities and the frequency of the sessions of the Iron and Steel Committee;
9. the resolution (No. 71) concerning the agenda of the Ninth Session of the Iron and Steel Committee.

96. Mr. Erdmann, on behalf of the Employer members, regretted that the documents relating to this item had been distributed very late to members of the Committee on Industrial Committees, and suggested that consideration of the item should be postponed.

97. The representative of the Director-General explained that the late distribution of the documents was due to the fact that the Eighth Session had concluded its work only a few weeks previously. He reminded the Committee of the decision taken by the Governing Body to the effect that the Committee on Industrial Committees should hold its normal meetings during the November and May sessions of the Governing Body and that it should meet at the February-March session only in cases of emergency. Consequently, if the Committee took no decision at the present session, the communication of the texts could not take place before May 1970.

98. Speaking on behalf of the Worker members, Mr. Faupl felt that the matter should not be postponed until as late as May. He pointed to the undesirability of discussing the results of an Industrial Committee so long after it had taken place. Moreover, the May session of the Governing Body would be a short one and would be preoccupied with the imminent session of the General Conference. Mr. Faupl expressed the Workers' dissatisfaction with the arrangement of meetings of the Committee on Industrial Committees and suggested that, since the Financial and Administrative Committee of the Governing Body would have a heavy workload at the February-March session in budgetary years only, the February-March session in non-budgetary years should include meetings of the Committee on Industrial Committees. He indicated that the Workers' group would be obliged to raise the matter in the Governing Body itself.

99. The Chairman suggested that the Committee should recommend the formal communication of the texts while postponing substantive consideration of them until May 1970. Mr. Erdmann agreed to this suggestion.

100. The Committee on Industrial Committees recommends the Governing Body to authorise the Director-General to invite the following international non-governmental organisations which have expressed an interest in the work of the Coal Mines Committee at its Ninth Session (1970) and a desire to send observers to that session: Miners' International Federation. International Federation of Commercial, Clerical and Technical Employees. International Federation of Christian Miners' Unions. International Federation of Christian Trade Unions of Salaried Employees, Technicians, Managerial Staff and Commercial Travellers. Miners' Trade Unions International.

VI. Review of the Membership of Industrial and Analogous Committees

101. The Committee on Industrial Committees had before it a proposal by the Director-General concerning the invitation of the following international non-governmental organisations which have expressed an interest in the work of the Coal Mines Committee at its Ninth Session (1970) and a desire to send observers to that session: Miners' International Federation. International Federation of Commercial, Clerical and Technical Employees. International Federation of Christian Miners' Unions. International Federation of Christian Trade Unions of Salaried Employees, Technicians, Managerial Staff and Commercial Travellers. Miners' Trade Unions International.

102. The Committee on Industrial Committees recommends the Governing Body to authorise the Director-General to invite the following international non-governmental organisations which have expressed an interest in the work of the Coal Mines Committee at its Ninth Session (1970) and a desire to send observers to that session: Miners' International Federation. International Federation of Commercial, Clerical and Technical Employees. International Federation of Christian Miners' Unions. International Federation of Christian Trade Unions of Salaried Employees, Technicians, Managerial Staff and Commercial Travellers. Miners' Trade Unions International.

103. The membership of the Industrial and analogous Committees, i.e. the number of seats on each of the ten Committees and the number of States which are to occupy those seats, is fixed by the Governing Body. In November 1954, November 1959 and March 1965, at its 127th, 143rd and 161st Sessions, the Governing Body made general reviews of the Committees' membership. When the third general review was made, it decided that there should be a further review after a period of five years. Since this period will expire in March 1970, the Director-General submitted to the Committee on Industrial Committees a paper inviting it to indicate whether it wished to recommend that the Governing Body make a further general review of the membership of these Com­mittees in 1970, in which case preparatory steps would now have to be taken.

1 See Minutes of the 127th Session of the Governing Body, sixth sitting, p. 44, seventh sitting, pp. 43-46, and Appendix IX, first report and supplementary notes, pp. 91-94; Minutes of the 143rd Session of the Governing Body, eighth sitting, p. 45, and Appendix XII, paras. 3-93, 84-90; and Minutes of the 161st Session of the Governing Body, sixth sitting, pp. 29-30, and Appendix XII, paras. 90-208, pp. 81-89.

104. Several members began by making general statements concerning the desirability of such a review.

105. The USSR Government member, and Mr. Faupl, speaking on behalf of the Workers' members, and Mr. Erdmann, speaking on behalf of the Employer members, were in favour of beginning the review procedure, as suggested by the Governing Body in 1965.

106. The USSR Government member also referred to another ILO body concerned with a specific branch of activity, namely the Joint Maritime Commission. Maritime transport was an industry undergoing considerable expansion. The merchant navies of several countries being state-owned, it would be in the interests of governments to take part in the work of that body. He therefore asked the Committee members to consider the possibility of making the Joint Maritime Commission a tripartite body.

107. Mr. Faupl pointed out, however, that the question at issue was the review of the membership of the ten Industrial and analogous Committees, not the membership of special tripartite technical meetings or the composition of the Joint Maritime Commission.

108. Mr. Erdmann regretted that between the third review and the next review now envisaged many of the Committees would have held only one session with the membership laid down in March 1965. He hoped that future reviews would be carried out only when each Committee had held at least two sessions. This condition could be met more easily in the future since it was now agreed that Industrial and analogous Committees should meet more frequently.

109. Mr. Faupl hoped that governments would support their applications for membership with full information, in accordance with the criteria which would be brought to their attention, and would apply within the prescribed time limits so that the Governing Body would not receive a late application which failed to supply the details required.

110. Mr. Erdmann observed that the statistical data which member States were invited to submit in support of their applications were inevitably somewhat out of date by the time the Governing Body examined them and became even more out of date with the lapse of time between reviews of the membership of the Committees. Instead of fixing the membership of all Committees at one and the same time the Committee on Industrial Committees should therefore perhaps consider carrying out the review in stages, for example whenever it was intended to convene any given Committee. The membership of each Committee would thus reflect actual conditions more accurately.

111. Mr. Faupl agreed with Mr. Erdmann that statistical data rapidly became out of date. Governments interested in the work of all or some of the Committees should try to supply full and recent data, since it was unsatisfactory for the ILO to use the inevitably out-of-date information contained in United Nations statistical yearbooks.

112. In the light of this general discussion, the Committee on Industrial Committees recommended the Governing Body to carry out a further general review of the membership of the Industrial and analogous Committees and to place this question on the agenda of its November 1967 session.

113. The Committee then discussed the nature of the data to be supplied by member States in support of their applications for membership of the Committees.

114. The number of applications may be expected to exceed the number of seats available and a choice will therefore have to be made from among applicant States.

115. To help in making this choice, when general reviews were carried out in 1954, 1962, and 1965, the Director-General, at the Governing Body's request, invited member States to indicate the Committees of which they sought membership, stating an order of preference in case the Governing Body could not meet all requests.

116. Mr. Faupl pointed out that at the last general review, in March 1965, the Governing Body had decided that each applicant should be given at least one seat on one of the Committees and that for this purpose account should be taken of the first preference of each country. Member States should therefore now be asked, not necessarily to indicate an order of preference for all the Committees for which they were applying, but to state a preference for one of them. The representative of the Director-General said that this proposal would not raise any difficulties for the Office. After an exchange of views, however, in which Mr. Neilan, Mr. Erdmann and Mr. Faupl took part, Mr. Faupl withdrew his request for a change in past practice.

117. As regards the criteria to be adopted by the Governing Body in selecting the successful applicants for membership of the ten standing Committees, paragraph 11 of the document concerning the purposes and functions of Industrial and analogous Committees, which was adopted by the Governing Body at its 154th Session on 8 March 1963 states:

11. The designation of States which are members of the Standing Committees is made on the basis of a list of member States of the International Labour Organisation which have applied for membership, taking into account:
(a) the relative importance either of the numbers of persons employed in the sector concerned, or of production in this sector;
(b) an appropriate geographical distribution; and
(c) any other factor which renders the sector of importance in the country concerned.

118. The USSR Government member stressed the importance of criterion (b), namely appropriate geographical distribution, and observed that the Committee on Industrial Committees, in preparing for earlier general reviews, had taken special care that it should be properly applied.

119. As regards criterion (a), the document concerning the purposes and functions of Industrial and analogous Committees mentions the importance of the number of persons employed or of production in each country. In the paper which he had submitted the Director-General reminded the Committee that in making the 1965 review the Governing Body had decided that States applying for membership of the Committees should be invited to supply the following statistical data:

(a) the number of persons employed for the following branches of activity: inland transport; metal trades; textiles; building, civil engineering and public works; chemical industries; salaried employees and professional workers;

(b) production data for the following three industries: coal mining; iron and steel; petroleum; and

(c) the number of persons employed and production data as regards plantations.

120. The Canadian Government member suggested that, for the next review, States applying for membership should be invited to supply information both on the number of persons employed and on production. The same proposal was made by Mr. Erdmann, who added that the Committee, and subsequently the Governing Body, should nevertheless be free to base their choice, as they thought fit, either on the number of persons employed or on the volume of production. The Belgian Government member cited the building industry as an example of one in which the size of the work force was not always a decisive criterion of its relative importance, since the number of workmen required varied greatly with the degree of mechanisation.

1 See Minutes of the 154th Session of the Governing Body, Eighth sitting, p. 61, and Appendix XIX, para. 14.
on the contribution of each industry to the gross national product; account would thus be taken of the economic sector of importance in the country concerned, the importance of the industry concerned in the national economy. Mr. Végh Garzón repeated his proposal. This suggestion gave rise to a lengthy debate.

122. The Chairman emphasised the difficulty of quantitative measurement of the volume of activity in the metal trades or in the textile industries, which produced such a wide range of goods. Production could of course be measured in terms of value and not of volume; but the international comparison of statistics relating to value, since they were expressed in national currencies, would be impossible. The attempt to make too exact comparisons would not really make it any easier for the Committee and the Governing Body to assess the relative participation by different countries in a specific branch of activity.

123. In conclusion, the Committee on Industrial Committees recommends the Governing Body to decide that member States should be invited to supply, in accordance with criterion (a) mentioned in paragraph 117 above, the following statistical data:

(a) the number of persons employed for the following branches of activity: inland transport; metal trades; textiles; building, civil engineering and public works; chemical industries; salaried employees and professional workers;
(b) production data for the following three industries: coal mining; iron and steel; petroleum;
(c) the number of persons employed and production data as regards plantations.

124. As regards criterion (c) mentioned in paragraph 117 above, namely “any other factor which renders the sector of importance in the country concerned”, the Committee was invited to specify what other information it would not really make it any easier for the Committee and the Governing Body to assess the relative participation by different countries in order to facilitate its assessment of the merits of applications.

125. Mr. Végh Garzón thought it desirable to ask for information both on the volume of production and on the size of the workforce. Member States should be asked to indicate the comparative importance in the national economy of the branches of activity covered by the Committees of which they sought membership. This suggestion gave rise to a lengthy debate.

126. The USSR Government member thought it unwise to ask for such information. Since the Committees were international bodies, comparison should be made as between the applicant States and should not relate to the importance of the industry concerned in the national economy. Mr. Végh Garzón repeated his proposal. Mr. Neilan also thought it useful to have information on the size of the work force in each of the branches of activity covered by a standing Committee of which a country sought membership. The Uruguayan Government member also supported this suggestion, which would make it possible to take account of the applications of small countries in which a given industry, though fairly small by international standards, made a large contribution to the gross national product; account would thus be taken of the economic development of that country. This observation was endorsed by the Rumanian Government member, who considered it closely relevant to criterion (c). The Government members for the USSR and the Federal Republic of Germany thought it was under the heading of criterion (c), namely “any other factor which renders the sector of importance in the country concerned”, that each country could supply such information.

127. In the light of the discussion summarised above, the Committee recommends that the Governing Body should request member States to supply, in support of their applications for membership of the various Committees, any other information of which members which, in their view, lend importance in their country to the branches of activity in respect of which they are interested in obtaining a seat on any of the standing Committees.

128. If the Governing Body is to carry out the next review in November 1970, it is desirable to invite member States to submit applications before 31 May 1970 so that the members of the Committee on Industrial Committees may receive the necessary documentation early enough to undertake consultations.

129. Accordingly, the Committee on Industrial Committees recommends the Governing Body to request the Director-General to address to member States a letter inviting them to submit, before 31 May 1970, applications for membership of the ten Industrial and analogous Committees, stating an order of preference and providing by the same date, in support of their applications, the information mentioned in paragraphs 123 and 127 above.

130. At the request of the Italian Government member, the representative of the Director-General undertook that this letter would be accompanied so far as possible by a description of the field of competence of each of the Committees concerned.

131. On the basis of the replies received, the Director-General would make arrangements to submit to the Committee on Industrial Committees, with a view to the 31st Session of the Governing Body (November 1970), information relating to each of the Committees concerned which in accordance with previous practice might be broken down as follows:

(a) a list of applicant countries, indicating the order of preference expressed by each;
(b) data on employment or production submitted by each applicant country;
(c) information submitted by each applicant country on other factors which make the sector in question important in their country, if any;
(d) an indication of the geographical distribution of the applicant countries.

Meeting of the Building, Civil Engineering and Public Works Committee with Its Present Membership.

132. Mr. Faupl expressed the particular regret of the Workers' group that some of the standing Committees would have held only one session since the 1965 general review and that one of them, namely the Building, Civil Engineering and Public Works Committees, would not have met even once. The Eighth Session of that Committee, which had originally been planned for September-October 1968, had had to be postponed, and proposals by the Officers of the Governing Body for a new date had been withdrawn on several occasions. The Worker members of the Committee hoped that it would recommend the holding of the Eighth Session before the date of the next general review.

133. The representative of the Director-General confirmed that the Officers of the Governing Body had been unable to make proposals concerning this question before the renewal of the membership of the Governing Body in June 1969. At the present session the Committee was making recommendations to the Governing Body concerning the programme of meetings for 1971 in Part I of its report. It could therefore also make a proposal
concerning the holding of the Eighth Session of the Building, Civil Engineering and Public Works Committee, unless it preferred to leave the matter to the Officers of the Governing Body for decision.

134. Mr. Beermann pointed out that, if that Committee did not meet until 1971, it would in fact have been omitted from a full cycle of meetings of the standing Committees. It was inconceivable to the Workers' group that any of the proposals envisaged in Part I of the Committee's report should be supplanted by the Eighth Session of the Building, Civil Engineering and Public Works Committee. He therefore suggested that the Committee as a whole should draw the Governing Body's attention to the urgent need to reach a decision which would make it possible to convene that Committee in 1970.

135. Mr. Neilan said that the Employers supported this proposal by the Workers, since they thought that the matter should now be settled one way or another. The Government members for the United States and the United Kingdom wished to reserve the position of their Governments on financial grounds. The other Government members supported the proposal of the Workers' and Employers' groups.

136. Subject to the reservations expressed by the Government members of the United States and the United Kingdom, the Committee on Industrial Committees, in the light of the discussion summarised above, recommends the Governing Body to consider convening the Eighth Session of the Building, Civil Engineering and Public Works Committee.

VI. Periodic Reports on the Effect Given by the Office to Requests of Industrial Committees

137. At its 160th Session (November 1964) the Governing Body requested the Director-General to submit 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 requests of the Committee which concern the Office.1

138. In accordance with this procedure, the Committee had before it, at the 175th Session of the Governing Body (May 1969), two papers containing reports on the effect given by the Office to requests which concerned it made by the Inland Transport Committee at its Eighth Session and by the Petroleum Committee at its Seventh Session.

139. Since the Committee had been unable to consider these reports in May, they were resubmitted to it at the present session and it took note of them.

VIII. Title of the Committee

140. When the Governing Body at its 176th Session (June 1969) appointed members of its various committees, Mr. Bergenström, Employer Vice-Chairman, proposed on behalf of his group that the title of the Committee on Industrial Committees should be amended to read "Committee on Industrial Programme". He suggested that this matter might be considered by the Committee on Industrial Committees itself, and the Chairman of the Governing Body requested the Director-General to note the statement made on behalf of the Employers' group.

141. At its 174th Session (March 1969) the Governing Body decided to establish a general programme which would be called the "ILO Programme for Industrial Activities". In the course of the Governing Body's discussions leading up to this decision, the Canadian Government member, in welcoming the idea of such a programme, suggested that its implementation might be supervised by a Governing Body Committee on Industrial Activities, which would replace the present Committee on Industrial Activities.2

142. The Committee was reminded of the foregoing in a paper which also mentioned that when the Committee had been set up, at the 103rd Session (December 1947) of the Governing Body, its title had accorded with the fact that its field of activity was confined to the standing Committee. It was further pointed out that the ILO Programme for Industrial Activities provided for the convening of various kinds of meetings, some of which could not be said to be Industrial Committee meetings.

143. Mr. Erdmann said that the Employer members would be glad if the Committee could be given a title which would make it clear that its competence covered the whole of the ILO Programme for Industrial Activities. The new title might be "Committee on Industrial Programme" or, better still, "Committee on Industrial Activities".

144. The USSR Government member observed that the competence of the Committee already went well beyond what a strict interpretation of its title suggested. The new title should make it clear that the Committee was not competent to deal with "industrial activities" proper, which were actually a matter for other international organisations, but with social problems arising from such activities.

145. Mr. Faupl said that the Worker members had as yet reached no conclusions regarding a possible change of title. There was, moreover, no great urgency, and care should be taken to avoid any misunderstanding as to the scope of the ILO Programme for Industrial Activities. Mr. Faupl and Mr. De Bock pointed out that it was precisely the scope of the Programme that did not yet seem to have been clearly defined, especially as regards the convening of "smaller meetings", which should in their view relate to industries for which there was no Industrial Committee.

146. The Government member for the Federal Republic of Germany was prepared to accept in principle a change in the Committee's title but felt that a decision on the matter was not urgent.

147. Mr. Erdmann, on the other hand, maintained that the Governing Body had taken a perfectly clear decision and had defined precisely the scope of the ILO Programme for Industrial Activities. The time had come to implement a decision taken by the Governing Body in March 1969 after three years of negotiations which had culminated in the adoption of a coherent over-all programme that covered, in addition to the Industrial Committees, which were the essential element in the programme, all activities concerning specific industries. He was surprised that the Workers should have any doubt as to the scope of the programme, which could not be called into question.

148. The Italian Government member asked whether the competence of the Committee on Industrial Committees would cover, for example, the Permanent Agricultural Committee and what would be the position as regards the Advisory Committee on Salaried Employees and Professional Workers.

149. Mr. Faupl said that, while the Permanent Agricultural Committee and the Joint Maritime Commission were financed from the budgetary credit for the ILO Programme for Industrial Activities, they were not necessarily included in the Programme.

150. The representative of the Director-General said that for the time being the Governing Body itself was directly responsible for the Permanent Agricultural Committee. As regards the ILO Programme for Industrial Activities, the Director-General was at present considering how it should be implemented, how it should be presented in the budget, and its relationship with the three major ILO programmes. These difficult problems were still under consideration and it was impossible to say whether

1 See Minutes of the 160th Session of the Governing Body, eighth sitting, p. 46, and Appendix XIV, p. 122.
the conclusions reached would be submitted by the Director-General at the May session of the Governing Body or later next year.

151. Mr. Erdmann, referring to the statement of the representative of the Director-General, repeated that it was time to implement the decision taken by the Governing Body following a compromise which was a package deal and no part of which could now be questioned without imperilling the whole structure so painfully built up. He was surprised that the Office was unable to submit proposals. When the Working Party of the Committee on Industrial Committees had been preparing the compromise reached, the Director-General had not informed it of the difficulties now being invoked.

152. The Chairman was also somewhat surprised that the internal discussion stage was not over and observed that the problems could relate only to implementation techniques.

153. The representative of the Director-General specified that the Governing Body’s decision would of course be implemented as soon as possible but that it would take time to determine the ways and means of implementing it.

154. The Chairman having proposed that the matter should be postponed until May, Mr. Erdmann sought an assurance that a decision would be taken at the May session. Mr. Faupl said he could give no undertaking to that effect on behalf of the Worker members. In implementing the ILO Programme for Industrial Activities it would be necessary at first to proceed by trial and error. The Worker members wished to have further consultations. Moreover, they were concerned mainly with the action to be taken on the items included in the programme and wondered what smaller meetings would in fact entail. It was therefore not certain that a decision could be taken in May.

155. Mr. Beermann was surprised that Mr. Erdmann should have created the impression that the compromise embodied in the ILO Programme for Industrial Activities could be called into question. Moreover, a change in the Committee’s title was not very urgent since it could continue its work in the normal way under the present title. On the other hand, care should be taken, when determining the new field of competence of the Committee, to avoid unduly narrow definitions which would jeopardise the implementation of the ILO Programme for Industrial Activities.

156. The Government member for the Federal Republic of Germany hoped that the Worker members would be able to define their attitude by May. The United States Government member also proposed that the matter should be postponed until May and pointed out that the Committee’s present title had not prevented it from doing good work.

157. The Chairman, summing up the debate, noted that the Committee would resume its consideration of the matter in May but could not undertake at this stage to make a firm recommendation at the May session.

IX. Other Questions


158. In accordance with the procedure laid down by the Governing Body at its 153rd Session (November 1962) the Committee had received a communication setting out the text of a resolution adopted by the International Federation of Christian Trade Unions of Salaried Employees, Technicians, Managerial Staff and Commercial Travellers, in which the Federation expressed its views concerning the future action of the International Labour Organisation on behalf of non-manual workers. The Committee took note of the communication.

H. Knolle, Chairman.

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1 See Minutes of the 153rd Session of the Governing Body, sixth sitting, p. 44, and Appendix VI, para. 34, p. 92.
Sixteenth Item on the Agenda: Reports of the Committee on Operational Programmes

First Report

1. The Committee on Operational Programmes met on 13 and 14 November 1969. Its agenda was as follows:

1. ILO technical co-operation programmes in 1968.
2. Action to be taken on the resolution concerning the promotion of adequate national institutional arrangements, particularly the association of workers' and employers' organisations, in relation to technical co-operation activities of the International Labour Organisation at the national, regional and international levels, adopted by the Conference at its 52nd (1968) Session.
3. Evaluation of technical co-operation activities.
4. Other matters (including a tentative outline of the Committee's agenda for the next meetings).

2. At its first sitting the Committee unanimously elected Mr. Koku (Government member, Nigeria) as its Chairman. Mr. Nasr and Mr. Benazzedine were reappointed as Employer and Worker Vice-Chairmen of the Committee.

3. The Committee decided to begin with the consideration of the reports of the Joint Inspection Unit relating to technical co-operation questions, under the fourth item of its agenda, in order that its views might be conveyed expeditiously to the Financial and Administrative Committee prior to consideration by the Governing Body. These matters are dealt with in the second report of the Committee on Operational Programmes.

ILO Technical Co-operation Programmes in 1968

4. In introducing this item, the representative of the Director-General explained that the Office paper provided substantive information on ILO operational activities without attempting to cover all aspects of ILO technical co-operation or to evaluate the programme in a systematic manner. The paper also contained the type of statistical information requested over the past years by the Committee. General problems relating to this question had already been discussed during the consideration of reports of the members of the Joint Inspection Unit and they would come up again next year when the Committee's agenda for the next meetings.

5. Many speakers, including Mr. Benazzedine and the Government members for the USSR and the United Kingdom, expressed their general satisfaction with the report.

6. Mr. Benazzedine suggested, on behalf of the Worker members, that it would be useful if the document could in the future give a list of projects in which the participation of employers' and workers' organisations had actually taken place. This would also help to ensure that experts in the field established close contacts with such organisations.

7. The Government member for the USSR considered that, though useful, the document only gave a statistical picture of the situation. It would be easier for the Committee to perform its evaluation and over-all programming function if in future the material were presented in a more analytical form.

8. As regards the statistical information concerning expenditure, Mr. Benazzedine commented on the comparatively slow rate of growth of the regular programme and the Government member for Colombia on the gap between the needs of developing countries and the funds actually available for technical co-operation. Several members also referred to the regional distribution of expenditure. Mr. Nasr pointed out that the total funds allocated for projects in the Middle East were lower than those provided for Europe, which region was undoubtedly the more highly developed of the two. The Government member for Colombia considered that the share of Latin America was unduly low in comparison with that of other regions. The Government member for the USSR noted that expenditure on the provision of expert services had been far greater than on fellowships and equipment. Although that was in accordance with the wishes of the recipient government, he felt that it might be useful to reduce the proportion of expenditure on this component in favour of the others.

9. Many speakers felt that the present division of resources between the major programmes was unbalanced. Mr. Benazzedine pointed out that only 16 per cent of the funds available under the regular programme had been used for projects dealing with conditions of work and life. The Worker members had always expressed the view that there should be more projects in this field in order to have a balanced over-all programme. Particularly after the adoption last year of the new criteria for technical co-operation under the regular programme, it would seem appropriate to reserve a larger share of the resources for projects in this important field.

10. Mr. Nasr disagreed: if human resources development accounted for the bulk of the programme, that was because of the priorities established by the recipient governments. Better living standards could be obtained only by improving production and productivity. He was encouraged by the increased number of management development projects. Among the United Nations specialised agencies, the ILO was most suited to undertake such projects, as its work would not only produce the immediate economic results expected of a project, but would entail due attention being paid to the social aspects, which were of equal importance in the long run.
11. Mr. Benazzedine, in reply, said that it was axiomatic that economic development was not possible unless conditions of life and work were improved—a process which should go hand in hand with the development of human resources.

12. The Government member for the USSR pointed out that one of the fundamental aims of the ILO according to the Declaration of Philadelphia was the improvement of the working and living conditions of workers, had to be borne in mind in selecting projects for implementation. At present, human resources development accounted for 75 per cent of all technical co-operation activities available to the ILO, social institutions development for 15 per cent and conditions of life and work for 5 per cent. Although all these major programmes were essential, the distribution of funds for technical co-operation activities in these fields was not properly balanced. Among the twelve proposed Special Fund projects mentioned by the representative of the Director-General, there was only one in labour administration and none dealing with conditions of work and life, but four in management development. Thus there was no need to increase the number of management development projects. He could not agree with Mr. Nasr that the ILO was the only organisation competent in that field; indeed, its primary constitutional responsibility was to deal with working conditions and labour matters.

13. Mr. Georget, in reply to the remarks made by the Government member for the USSR, said that the training of managerial personnel in Africa did not in any way contribute to establishing some sort of capitalist system in Africa. It was a proper sentence that the proper sentence was non-existent in that region. The persons trained were, in reality, managers of factories who guided production and government officials seconded for the purpose of managing certain enterprises. As regards the development of social institutions, he felt that emphasis should be placed on the training of labour inspectors. The Government member for the USSR found these observations interesting, but remained unconvinced that training for management was not necessarily identical with training capitalists or owners of enterprises.

14. The Government member for the United Kingdom disagreed with the USSR Government member’s view that ILO assistance in the field of management development was inconsistent with the Declaration of Philadelphia; on the contrary, it was very much in line with the aims expressed in the Constitution. He was all the more astonished at this contention because the USSR Government had displayed positive interest in developing management and business management training programmes at the Turin Centre, which had been established to promote ILO objectives. Current interest in management training was a world-wide phenomenon and was not confined to developing countries. As far as these countries were concerned, their interest was reflected in the large number of requests submitted to the UNDP in that field. He agreed, however, that there should not be an imbalance in the programme. The programme in its present shape appeared to be fairly balanced in the light of the wishes of the Member States. It was the intention of the Government that training as a means of progress towards social objectives.

15. Lord Collison, referring to the imbalance in the programme between human resources development and conditions of work and life, agreed with the Chairman that these fields represented two sides of the same coin. Owing to the views repeatedly put forward by the Workers, the ILO had realised that human resources development and the improvement of working and living conditions were not separated from one another, but that they should promote improved social and working conditions, and that economic development should automatically lead to improved wages. The Workers realised that in order to increase productivity it was not enough to improve their own skills through vocational training, but that the standard of management had also to be improved through management training. Good management was not confined to production techniques but extended to such matters as industrial relations, good communications between managers and workers, safety and health and welfare. It was evident that to achieve improved living standards the gross national product and growth rate must first be increased and then the resulting benefits distributed fairly among all sections of the population.

16. The Government member for Colombia felt that the training provided by the ILO should apply to all levels of employment, particularly to small and medium-scale undertakings. In his country, an important national apprenticeship scheme (the SENA) had been launched with ILO assistance; a large number of medium or small-scale undertakings (employing fewer than 100 workers) participated in this scheme, which covered 250,000 workers at all levels. The training programme included basic training and also the training of highly skilled workers at the intermediate and senior levels, and the training of executive and administrative staff. Plans for training workers and managers could not be implemented properly if the over-all human resources position in the country was not taken into account. The training given at the managerial and intermediate levels had definite implications for the workers. The ILO should therefore make a special effort to train managerial staff of undertakings as well as intermediate supervisory staff, particularly foremen. Workers in medium and small-scale undertakings should also be trained for managerial posts.

17. On the subject of experts, the Government member for the USSR urged fairer geographical distribution of experts recruited by the ILO. He expressed dissatisfaction with the recruitment policy and felt that sufficient use was not being made of what Soviet experts could offer. The representative of the Director-General, in reply, expressed hope that a recent mission to Moscow would help to improve the situation.

18. Many members referred to the programme of seminars and study tours carried out with ILO assistance. Mr. Benazzedine and Mr. Georget inquired about the criteria adopted for the selection, as well as the identity, of participants in the seminar on the role of employers’ and workers’ organisations in the economic and social development of Africa (Addis Ababa, 3-10 December 1968). The representative of the Director-General explained that this seminar had originated in a proposal made by the African Advisory Committee in October 1967, which was couched in urgent terms; accordingly preparations, including a change of a provisional plan, and the seminar programme, had been rushed through so that the seminar could be held in Addis Ababa only a year later. Participants numbering twenty-four, drawn from eighteen countries, had been invited on the basis of tripartite representation and geographical distribution and trade union affiliations had been taken into account.

19. The USSR Government member expressed satisfaction at the information contained in the document on an inter-regional seminar on labour inspection held in the USSR. His country had played an important role in the organisation of seminars in various fields in the past, and it was to be hoped that this type of co-operation between the Governing Body and the Office would continue to grow in future years.

20. On behalf of the Employer members, Mr. Nasr observed that it was not enough for the Committee to know the results of seminars that had already been carried out; advance information on the planning and objectives of future seminars was also desirable. It would be useful if members of the Governing Body could have an over-all picture of all the seminars to be held in a single year, so that they could encourage participants from their respective countries to make an effective contribution to the seminars.

21. The representative of the Director-General, in reply to these points, stated that seminars were financed either from the ILO regular programme or the technical assistance component; in the latter case, the Office was bound by the criteria and procedures laid down by the
UNDP. Although it was not always possible to provide the Committee with precise details in advance of the holding of seminars, the Office invariably endeavoured to carry out full consultations—particularly where employers' or workers' organisations were envisaged—in order to ensure that such meetings were organised according to the wishes expressed by the Committee. Replying to earlier observations concerning the balance of the programme as a whole, he said that the apparent neglect of measures to associate employers' and workers' organisations in the development sector, and that the two sectors taken together accounted for an appreciable proportion of the programme as a whole. He went on to observe that the development sector, including vocational training, productivity and management development, had shown a striking rate of increase since the Special Fund had been established ten years ago, at which stage it had seemed rather doubtful whether a significant number of relatively large-scale projects of a pre-investment character would be entrusted to the ILO for execution. The situation had evolved in a highly positive manner and the UNDP now appeared to commit itself to the ILO's employment objectives in the broad sense of the term. As the Government member for the United Kingdom, he aptly described it, the nature and size of the ILO programme reflected on the one hand the freedom of choice of recipient governments, acting in consultation with employers' and workers' organisations and, on the other, the balance between the main development objectives. At the same time, social objectives which were of particular concern to the workers should always inspire the ILO's technical co-operation activities. It should also be borne in mind that balance between the various major programmes envisaged in the terms of expenditure: a vocational training project, for example, would cost far more than assistance in the field of social security, whereas the latter's overall effect would be proportionately of far greater significance. Finally, as regards consultation with employers' and workers' organisations, ILO field staff had received instructions to ensure that in the preparation of country programmes the objectives laid down by the Conference and the Governing Body were fulfilled; the annual review meeting which would shortly take place with representatives of the UNDP was also to consider a number of points linked with the views expressed by the Committee, and that might lead towards extending the scope of UNDP assistance in additional fields which were of particular interest to the ILO.

22. The Chairman, in closing the general debate, said that the views expressed by the various speakers would be fully reflected in the report. The Committee took note of the paper submitted by the Office on this item.

Action to Be Taken on the Resolution concerning the Promotion of Adequate National Institutional Arrangements, Particularly the Association of Workers' and Employers' Organisations, in Relation to Technical Co-operation Activities of the International Labour Organisation at the National and International Levels, Adopted by the International Labour Conference at its 52nd (1968) Session

23. On behalf of the Worker members, Mr. Benazzeddine said that the resolution reiterated principles which dealt with a matter of constant concern to the Conference and the Governing Body, namely the promotion of practical measures to associate employers' and workers' organisations with the ILO's technical co-operation activities. The resolution had been sponsored jointly by the workers and the employers at the 52nd Session of the Conference, and it gave more detailed expression to earlier provisions contained in the resolution and conclusions concerning the International Labour Organisation and technical co-operation adopted by the Conference at its 51st (1967) Session as well as similar recommendations formulated by the African Advisory Committee at its session in Dakar in October 1967. Much time had elapsed since these decisions were taken, and it remained for the Governing Body to take the necessary measures to put them into effect as expeditiously as possible.

24. Lord Collison observed that mere lip service to the principles set forth in the resolution would not by itself achieve the object of the resolution. He added that, whereas much spade work had yet to be accomplished in getting to the root of the problem, which lay in the creation at the national level of tripartite bodies concerned with over-all economic and social development backed up by similar arrangements at the industrial level or in certain sub-regional projects, it was characteristic of the ILO into its technical co-operation activities. The summary of replies received from governments regarding the relevant passages of the 1967 Conference resolution showed that the situation was still evolving too complacently, whereas much spade work had yet to be accomplished in getting to the root of the problem, which lay in the creation at the national level of tripartite bodies concerned with over-all economic and social development backed up by similar arrangements at the industrial level or in certain sub-regional projects. It was not true that not enough bona fide workers' and employers' organisations could be found for this purpose in the developing countries, even though some of the more highly developed countries (including the United Kingdom) considered that the necessary particulars could be assembled without much difficulty for submission to the Governing Body fairly soon. Mr. Nasr added that there might also be scope for special projects, as proposed in operative paragraph 2(b) of the resolution, to be given to ILO assistance to workers' rather than employers' organisations.

25. The Government member for the USSR saw no objection to promoting the association of both workers' and employers' organisations with the ILO's technical co-operation activities, although he felt that the workers were primarily concerned with development, which should be beneficial to their interests. Accordingly, preference should be given to ILO assistance to workers' rather than employers' organisations.

26. As regards the comprehensive study of national institutional arrangements mentioned in operative paragraph 2(a) of the resolution, both Mr. Nasr, on behalf of the Employer members, and Mr. Benazzeddine considered that the necessary particulars could be assembled without much difficulty for submission to the Governing Body fairly soon. Mr. Nasr recalled that one of the criteria in the minds of the original sponsors of this resolution was to ascertain the extent to which workers' and employers' organisations in the various countries were equipped to participate effectively in technical co-operation activities; a selective approach would therefore be appropriate in conducting this part of the inquiry. The survey of national training facilities called for in operative paragraph 2(b) of the resolution should likewise be carried out on a selective basis and be completed within a reasonable time for submission to the Governing Body.

27. Association of employers' and workers' organisations with the evaluation of national and regional technical co-operation projects, as proposed in operative paragraph 5 of the resolution, raised certain problems, but in general the Employer members favoured the principle of direct involvement in the execution of projects as the best means of assessing its merits and results. Mr. Nasr added that there might also be scope for special machinery within the framework of the Governing Body for subsequent examination of the results of selected projects or programmes, but this should not be too complicated or expensive. As regards the evaluation of regional and sub-regional projects, Mr. Benazzeddine said that the Workers generally endorsed the method of enlisting the influence of employers' and workers' organisations represented in the policy-making bodies of the regional organisations concerned, but wondered whether a uniform approach would be appropriate in different countries and cultures. For purposes of overall evaluation of technical co-operation activities, by programme or sector, tripartite machinery within the framework of the Governing Body seemed essential, and
the Worker members looked forward to receiving specific proposals from the Director-General. The Government member for the United Kingdom felt that it would be premature to take any decision concerning a working group or review of evaluation under the Capacity Study and related reports had been disposed of.

28. Mr. Benazeddine and Lord Collison felt that certain passages of the suggested points for decision contained in paragraph 19 of the Office paper called for some elaboration or amendment. Lord Collison suggested that provision should be made for the resolution to be communicated directly to the workers' and employers' organisations concerned, if that were not possible constitutionally, to request governments to ensure that the views of those organisations were fully reflected in their replies. Mr. Benazeddine pointed out that the term "international organisations concerned" at the end of point 19(a) should include all the international organisations of employers and workers. He went on to suggest deletion, in point (b), of the phrase "according to national practice", which frequently constituted an escape clause for governments unwilling to countenance various resolutions relating to development activities generally and technical co-operation in particular. Mr. Nasr, for the Employer members, supported by the Government member for the USSR, saw no harm in the retention of this phrase, which might make it possible to include the national practice of the various countries, and the matter was not pursued.

29. The representative of the Director-General, in reply to various observations and questions raised in the debate, pointed out the delicate aspects of conducting an inquiry into the merits and capabilities of workers' and employers' organisations at the national level in the context of association with technical co-operation activities. Detailed instructions had been issued to ILO field staff and experts to do everything possible in this connection, but in the last resort it was for the organisations themselves to make their influence felt with the national governments. Further concrete proposals might also emerge from the forthcoming visit to Africa which the International Labour Office had arranged as a follow-up to the conference held in Accra as regards creating machinery for participation by employers' and workers' organisations in the planning and execution of technical co-operation activities. As regards the extent to which the principles of the various resolutions relating to this question were reflected in practice, examples of projects which contained specific provision for participation of workers' and employers' organisations would be furnished in future reports to the Committee. For the present, it might suffice to mention certain Social Fund projects approved by the Governing Council in January 1969, for which the ILO acted as executing agency, besides the SENA project in Colombia, which constituted a classic example of participation by employers' and workers' organisations in a national vocational training programme. This increasing marked trend augured well for the success of ILO policy in this area. The question of tripartite machinery for evaluation within the framework of the Governing Body depended to some extent on the outcome of the Capacity Study Review and related reports, but a reference approved by the Governing Body for the Committee on Operational Programmes already provided for a "built-in" evaluation, that is to say, an evaluation of projects and programmes at the international level, and that it had been generally agreed that any further over-all impact evaluation missions would not at present yield any significant new benefits. At the same time, the description given in the Office paper of recent developments in the ILO concerning evaluation of its technical co-operation activities seemed relatively encouraging.

30. Mr. Nasr expressed the Employer members' feeling that the emphasis in the report on common criteria by which to measure technical assistance programmes was unrealistic. Measurement in mathematical terms of the results of technical co-operation projects might sometimes be misleading, especially in the human resources field, for instance as far as the vocational training programme was concerned. The ILO should take advantage of "built-in" evaluation, that is to say assessment by persons closely connected with the project while it was being implemented. He regretted that there was a tendency to spend money on evaluation that could be better spent on the actual implementation of programmes. He further warned against the judgment, in evaluation matters, of people coming from more advanced countries as regards projects carried out in a different economic and social context.

31. In the light of the discussion, the Committee decided unanimously to recommend the Governing Body to authorise the Director-General:

(a) to communicate the text of the resolution to the governments of member States and to the governments of non-member States which participate in the technical co-operation activities of the ILO, and through them to the workers' and employers' organisations, as well as to the international organisations concerned;

(b) to request those governments to supply, in consultation with workers' and employers' organisations according to national practice, information and comments pertaining to the resolution as a whole, and, in particular, the points mentioned in the operative paragraphs which call for their attention; and

(c) to take the results of these inquiries into account when examining and implementing such further measures as may be required to extend and improve application of the principles set out in the operative paragraphs of the resolution.

Evaluation of Technical Co-operation Activities

32. Speaking on behalf of the Worker members, Mr. Benazeddine noted that the limited results of the United Nations pilot evaluation missions sent to Iran and Ecuador were due partly to lack of information on completed projects as opposed to projects still in progress and that it had been generally agreed that any further over-all impact evaluation missions would not at present yield any significant new benefits. At the same time, the description given in the Office paper of recent developments in the ILO concerning evaluation of its technical co-operation activities seemed relatively encouraging.

33. Mr. Nasr expressed the Employer members' feeling that the emphasis in the report on common criteria by which to measure technical assistance programmes was unrealistic. Measurement in mathematical terms of the results of technical co-operation projects might sometimes be misleading, especially in the human resources field, for instance as far as the vocational training programme was concerned. The ILO should take advantage of "built-in" evaluation, that is to say assessment by persons closely connected with the project while it was being implemented. He regretted that there was a tendency to spend money on evaluation that could be better spent on the actual implementation of programmes. He further warned against the judgment, in evaluation matters, of people coming from more advanced countries as regards projects carried out in a different economic and social context.

34. The Government member for the USSR agreed with Mr. Nasr that it was difficult to adopt mathematical formulae in evaluating programmes and projects. He also deprecated resort to complicated evaluation systems which would involve unnecessary expenditure of time, effort and money and would provide only doubtful results. At the secretariat level, information would already be available through the reports system that would make it possible to judge the usefulness of any particular project and evaluate it: perhaps the Director-General could arrange to place some of the information available to the Office concerning the execution of projects and programmes at the Committee's disposal. He also endorsed Mr. Benazeddine's request that specific proposals should be worked out concerning possible machinery for discharging the Committee's responsibilities in regard to evaluation of technical co-operation projects and programmes.

35. The Government member for Italy regretted the relative failure of the United Nations pilot evaluation missions, the causes of which were outlined in paragraph 7 of the Office paper. He also commented favourably on the ILO's activities in the respect of evaluation. In order to achieve greater results in technical assistance, it was necessary to improve the system itself and, first of all, the co-ordination between different organisations at the
country level as well as their collaboration with non-governmental organisations concerned. He suggested that counterparts who actively participated in the execution of the projects should evaluate their results. The Italian Government was above all anxious to create new undertakings, improve the activities of existing enterprises through vocational training and create new possibilities for employment. He hoped that in future the Office would be able to continue providing detailed information on evaluation activities.

36. The Government representative for France endorsed the views expressed on behalf of the Employer members in favour of "built-in" evaluation. Other intergovernmental organisations had made the mistake of setting up within their secretariats special evaluation units consisting of officials who had not been associated with the projects. He was not opposed to the formulation of a global development strategy by groups of distinguished economists and sociologists, but that was not the task of the ILO.

37. The representative of the Director-General, replying to the discussion, stated that the Committee would have a further opportunity to study the question of evaluation throughout the year when discussing the results of the Capacity Study. The emphasis placed on built-in evaluation was fully reflected in the new reporting procedures for UNDP projects in the Special Fund sector, where governments, the UNDP and the executing agencies were continuously concerned with evaluation of results of projects as against their targets and against the background of over-all development plans. Replying to Mr. Benazzedine's remarks on paragraphs 7 and 9 of the Office paper concerning the Iran evaluation mission, he said that the essential issue was whether any realistic evaluation was feasible when the total amount of United Nations assistance was under 1 per cent of all development financing, as in the case of Iran. It was almost impossible, in these circumstances, to judge the over-all impact of that assistance. Therefore, only with a continuous "built-in" evaluation system would it be possible to judge the particular impact of projects. He assured the Government member for the USSR that the continuous reporting system of the ILO provided elements of evaluation. He recalled the previous occasions when the Committee had reviewed the management development programme as well as ILO operational activities in Burma and said that any paper submitted in future on such occasions would include elements of evaluation brought to light through the reporting system. The problem of evaluation had come up again when the Committee discussed the Capacity Study and within the framework of the Committee's review of ILO technical co-operation programmes in 1969 and its consideration of the magnitude and balance of operational activities under the ILO regular budget.

38. At the conclusion of the debate, the Committee took note of the information contained in the Office paper, subject to the comments and suggestions made during its discussion.

Tentative Outline of the Committee's Agenda for the Next Meetings

39. Most of the discussion on this item related to the advisability of having a short meeting of the Committee during the February-March 1970 session of the Governing Body.

40. Mr. Benazzedine, speaking on behalf of the Worker members, pointed out that although a decision had been taken at the Committee and at the Workers Party on the Programme and Structure of the ILO that meetings of the Committee on Operational Programmes would take place once a year during the February-March cycle, it was agreed at the same time that extra meetings could be held during the February-March cycle under special circumstances should the Governing Body deem this necessary. He said that, as indicated in the appendix to the Office paper, the Committee had in previous years examined a number of technical subjects relating to operational activities, and this had been very useful. But that could not be done next year if there was to be only one meeting, particularly since the proposed agenda for the November 1970 meeting was very heavy and some of the proposed items could be eliminated because they were all equally important. In these circumstances, he considered that a decision should be taken by the Committee regarding the periodicity of meetings for 1970.

41. Mr. Nasr agreed with Mr. Benazzedine as to the importance of the agenda items proposed for November 1970 and supported his proposal for a meeting of the Committee at the February-March 1970 session of the Governing Body.

42. Lord Collison said that the standard programme of Governing Body meetings approved by the Working Party on the ILO was endorsed by the Governing Body only included one meeting per year of the Committee on Operational Programmes. He considered, however, that that particular decision was not final, and it had in fact been suggested at the time by the Worker members that it might be necessary for the Committee to meet more frequently. It would therefore be possible for the members of the Committee, if they so wished, to propose an additional meeting to the Governing Body.

43. The Government member for the United Kingdom pointed out that extra meetings of the Committee could be held only if there were special circumstances. The Committee could make a recommendation to the Governing Body, but the final decision on the matter would have to be made by the latter. It would therefore be prudent for the Committee not to make a formal recommendation, but to set out its views in its report in order to place the question before the Governing Body.

44. Mr. Nasr felt that it would be particularly appropriate to have a short meeting of the Committee in February 1970, since the Financial and Administrative Committee should be invited to attend the Governing Body meeting to report on their programme on occupational safety and health during that session and the Committee on Operational Programmes would thus have occasion to examine the question from a non-financial and administrative viewpoint. As the paper to be submitted by the Office would also contain information on the technical co-operation aspects, he suggested on his own behalf that either those members of the Committee who were not members of the Financial and Administrative Committee should be invited to attend the Governing Body meeting in February 1970, or that there should be a joint meeting of the two Committees for the discussion of this special item.

45. The Government member for the United Kingdom could not support Mr. Nasr's proposal since the February discussion in depth of a programme would be the first such discussion to be held by the Financial and Administrative Committee. Complications might arise if changes were made in the composition and procedures of that Committee in advance of what was to be an experimental discussion covering all aspects of a programme. He agreed, however, that in view of the operational aspects of the proposed programme review it would perhaps need the attention of the Committee on Operational Programmes. The Governing Body should look into the matter.

46. Referring to the proposed agenda for the November 1970 meeting, the Government member for the USSR suggested the inclusion in the paper to be submitted by the Office under item 1, namely ILO technical co-operation programmes in 1969, of a section relating to the recruitment of experts within the framework of ILO's operational activities. In the same context, Mr. Nasr urged that this paper should contain specific information on projects in which employers' and workers' organisations had been closely associated.

47. The representative of the Director-General indicated that full account would be taken of the suggestions made by the USSR Government member and by Mr. Nasr.
when preparing the paper on agenda item 1 of the November 1970 meeting.

48. As regards the proposal for holding a meeting of the Committee during the February-March cycle, it had been clear from the discussions in the Working Party on Programme and Structure that the members of the Governing Body did not wish to have a long programme of meetings, in view of their national responsibilities. It had been decided for that reason that meetings of the Committee on Operational Programmes would be arranged during the February-March cycle only when there were special circumstances. The decision on this matter rested with the members of the Committee and the Governing Body.

49. The Committee recommended the Governing Body to fix the agenda for the meeting of the Committee on Operational Programmes at the November 1970 Session of the Governing Body as follows:

1. ILO technical co-operation programmes in 1969.
2. Magnitude and balance of the programme of operational activities under the ILO regular budget for 1972-73.
3. Note on the Capacity Study.
4. Reports of the Joint Inspection Unit dealing with technical co-operation matters.

50. Owing to the complexity of the technical co-operation programme and its rapid rate of growth, the Committee felt it advisable to defer until its November 1970 meeting the choice of the items to be considered at later sessions.

S. O. KOKU,
Chairman.

Second Report

Reports of the United Nations Joint Inspection Unit Relating to Technical Co-operation Questions

1. At its first and second sittings, held on 13 November 1969, the Committee discussed, under item 4 of its agenda (Other Matters), reports of some members of the United Nations Joint Inspection Unit on: (i) United Nations activities in Turkey; (ii) co-ordination and co-operation at country level; and (ii) some aspects of technical assistance activities of the United Nations, together with corresponding comments of the Director-General on each of these three reports.

Procedure for Examination of Reports of the Joint Inspection Unit

2. Mr. Benazzeine and Lord Collison raised the matter of the procedure for examination of reports of the Joint Inspection Unit dealing with technical co-operation activities, and the representative of the Director-General explained that while the Financial and Administrative Committee had over-all responsibility, for discussion of these reports it had suggested that, when they dealt with technical co-operation, they should be referred in the first instance to the Committee on Operational Programmes. Any points of procedure arising in this connection could more effectively be dealt with in the Financial and Administrative Committee.

Report on United Nations Activities in Turkey

3. Mr. Benazzeine stressed the direct language used in the report, which brought out a number of points which had already been discussed on previous occasions by the Committee and by the Governing Body. The Government member for the USSR regretted that the discussion related only to the programmes of organisations in the United Nations family in Turkey and not to technical co-operation activities in general. In his opinion, Turkey was not typical of developing countries, as it was in a more advanced stage of development than most of them. He noted the frankness of the report, which in his opinion was a positive factor in the work of the Joint Inspection Unit. Mr. Nasr said that the Employer members were slightly disappointed about the general tone of the report, which did not show that when meeting with different Turkish officials the member for the Joint Inspection Unit had had representatives of the employers' organisation in that country. Lord Collison stressed that if the Committee wanted to benefit from the work of the Joint Inspection Unit it should look at the report objectively, without any sensitivity and without taking a defensive attitude. His country very often saw things that an organisation actively engaged in operational activities might miss. The United Kingdom Government member stressed that this was not an evaluation report but an investigation of factors affecting the failure or success of technical co-operation projects. In his opinion, references to the ILO were generally rather encouraging. The Government member for Iran stated that the decision to set up a Joint Inspection Unit was a very important one and that a report of this nature was useful not only for the Committee concerned but for all developing countries and for all executing agencies, as most of the problems met in Turkey also arose in other aid-receiving countries.

4. Mr. Nasr said that the Employers thought that three conditions should be met for a project to attain a successful conclusion for the economic development of the recipient country: (i) the planning of local support, (ii) the planning of the financial and administrative support, and (iii) the quality of the experts and the timing of the project. Local support could best be obtained by associating employers' and workers' organisations with the planning of technical co-operation projects right from the beginning. The Employers had already stated that in order for a project to be successful it must mobilise the support of the people and institutions concerned in the receiving countries, and this should be done from the start, so that advantage could be taken of their particular knowledge of the conditions in the country and the industry. The Government member for Colombia insisted on the responsibility of the recipient countries, which must take measures to guarantee that the proper structure—adequate institutions with proper administrative and financial support—was established in order to make it possible for a project to operate satisfactorily. The Governing Body should impress this point on recipient countries. Mr. Georget stated that the careful planning and preparation of a project and its close relation to the development plan of the recipient country guaranteed its success. In his opinion the same experts should be employed for both the preparation and execution of the project.

5. Lord Collison drew the Committee's attention to an apparent contradiction in the report, which stated, on the one hand, that the calibre of experts was above average and, on the other, that Turkish officials were critical of the calibre of experts. This was a serious problem, and it might be time for the Governing Body to review the conditions of employment offered to experts, since present salaries and the lack of job security might hinder the recruitment of experts of the highest calibre. The Colombian Government member thought it would be wise to do away with the traditional system of recruiting experts and adopt a more aggressive method by setting up new machinery whereby a team of specialists would visit institutions and private and government enterprises in industrialised countries in order to find qualified experts. Such experts certainly existed, but were not always known to United Nations agencies. Thought should be given to hiring high-calibre specialists to form mobile teams. Mr. Nasr considered the recruitment of experts a very difficult and delicate problem, since account must be taken of human factors; a highly qualified expert might not always be in a position to leave his country, undertake an assignment offering no job security, send his children to different schools, and take his wife with

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him to a strange environment. While admitting that the criticism in the report was correct and factual, he stressed that this was not an easy problem and that one should take human factors into account in judging expert performance. He also asked the need for the Office to provide job security and long-term contracts for experts as a means of facilitating the recruitment of experts of a high calibre. Full account should also be taken of personal and family problems of experts.

Mr. Benazzedine recalled the Governing Body's position in favour of co-ordination and harmonisation of the technical co-operation activities of all United Nations agencies. In his view, however, co-ordination must increase efficiency and not create delays. Referring to UNIDO projects in Turkey with which the ILO was to be associated, Mr. Faupl was disturbed by the situation described in the report and reminded the Committee of the concern that the Worker members had expressed when UNIDO had been established within the United Nations family about possible duplication of work. In his opinion the ILO should either assume responsibility and demonstrate its competence for such projects and tackle them efficiently and effectively or else, if that was impossible, withdraw altogether and not contribute to the kind of delays mentioned in the report. The USSR Government member stressed the importance of co-ordination at the national level and observed that the present system might not be very rational. In his opinion projects were sometimes badly allocated in the rush to economise and to the economic development of the recipient countries.

Mr. Benazzedine expressed the Workers' concern at the idea that the ILO headquarters of specialised agencies did not seem to draw sufficiently the attention of their experts to the primary importance of training local counterparts. If local personnel had not been trained to carry on activities after the end of a project, funds, time and efforts would have been wasted. The said objective had been expressed by the USSR Government member and by the Colombian Government member, who stressed that such failure might sometimes be part of the recipient Government which did not recruit qualified counterparts in time for them to work with the international experts and receive the necessary training in order to carry on after their departure. Lord Collison asked the Office to give firm instructions to experts during their briefing period to ensure that they gave counterpart training first priority in their activities. He referred to the ILO Special Fund, project in Fenerbahce, as an example of a case where positive action during the project might have no lasting effect because no counterpart staff had been trained to follow it up.

The USSR Government member stated that in his opinion the conclusion drawn in the report on control of funds for Special Fund projects was most important, since apparently no efforts were made to reduce costs and there was a tendency in all United Nations agencies to spend funds because they had been allocated. The length of the assignment of experts to Special Fund projects was not always justified and there should be a way to compare the amount of funds spent on a project with the achieved results. Mr. Nasr thought there might be slight exaggeration in the request to economise and to return funds to their source. There was in his opinion a difference between savings and efficiency and, while he agreed that every effort should be made to use funds efficiently, he would not like worth-while activities to be left aside for the mere sake of economy. He expressed his agreement with the observations of the Director-General on this matter.

Continuing, Mr. Nasr expressed the Employers' disappointment at the apparent failure to consult the Turkish employers' association in the establishment of the Turkish management development centre. The USSR Government member wondered why this project had been selected by the Joint Inspection Unit for mention in their report; he guessed the reason was probably because it had been successful. Its success did not surprise him, since Turkish businessmen had a reputation of usually being successful. However, the preamble to the ILO Constitution stressed that the constitutional responsibilities of the ILO lay chiefly in improving the working and living conditions of workers, and such projects should not be considered typical of ILO technical co-operation activities, as there were more urgent tasks to be tackled in favour of the greater part of the population which was less privileged than the employers. Mr. Nasr, while indicating that the Employers were, of course, in favour of all ILO technical co-operation activities for the improvement of working and living conditions of workers, stated that the management development programme of the Organisation had been approved by the Committee, the Governing Body and the Conference. Lord Collison stated that the Worker members supported such projects because they could be beneficial to workers, who were often frustrated by working under unskilled management. The USSR Government member, while indicating that his Government favoured any technical co-operation activities which could lead to increases in productivity and not create delays. Referring to the particular case of the ILO Special Fund project in Fenerbahce, he expressed concern that there was no mention of the participation of workers' organisations in the report on ILO technical co-operation activities, either within the framework of the Turkish management development project or in connection with any other activities. This defect should be rectified in his opinion.

The Government member of the United Kingdom, referring to Mr. Nasr's statement that there appeared to have been no contact with the Turkish Employers' Association in relation to this project, stated that in some countries there had been rivalry between employers' associations and management institutions; he hoped that the ILO experts would do all they could to see that the risk of rivalry was removed through consultation and contact.

The representative of the Director-General replied on the following points:

(a) The problem of participation by employers' and workers' organisations in technical co-operation activities, including those in the fields of productivity and management development, had already been discussed in a number of cases by the Committee on Operational Programmes, the Governing Body, the General Conference, and at regional conferences. In the particular case of the ILO Special Fund project, which was intended for a management training centre in Istanbul, given as an example of a successful project in Turkey by Mr. Macy, the history of the project showed that it had originated in the activities of a Turkish Management Association created under the auspices of the National Chamber of Industries, which had received bilateral aid. When it had been decided to extend the activities of this project to cover a broader range of management techniques, the ILO had been invited to furnish technical advice to the Association. Thus this should be done in full co-operation with employers and workers. Thus the President of the Chamber of Industries was also President of the Board of Governors of the Turkish Management Institute which was, so to speak, the counterpart of the ILO. Links had also been established with the Turkish Employers' Association. The ILO had always taken care to ensure that productivity and management
development projects also dealt with such matters as safety and health, labour-management relations, personnel responsibilities. Other areas of interest both to workers and to employers' organisations. In the particular case of Turkey there had been a special mission dealing with labour-management relations, and the Government, industry and labour had been fully associated with its activities.

(b) The question had been raised whether the ILO could, by virtue of its constitutional mandate, give priority to projects in the field of productivity and management development. Such action was in full conformity with the provisions of the Constitution, in particular the Declaration of Philadelphia, and with decisions of the Conference. He recalled that in 1966 the Committee had had the opportunity to have a full debate on the management development programme of the ILO, including its social aspects.

c) The questions of recruitment, conditions of service and ability of the experts, which were dealt with in the report on Turkey, were, indeed, general problems. Although the report said that Turkish officials had been openly critical of the calibre of foreign experts (for both multilateral and bilateral programmes) assigned to Turkey, it was indicated that the calibre of international experts assigned to the Management Training Centre in Istanbul had been above average. At the same time, it was conceded that the ability of experts was a complex one which would be dealt with in the Capacity Study, but the recruitment of experts, their opportunities for a career service, refresher courses for those experts who had been for some time in the service of the United Nations family of organisations were matters which would be dealt with in the Capacity Study, but the problem had already been brought to the attention of the Inter-Agency Consultative Board of the UNDP on the initiative of the ILO.

d) The comments made in respect of national counterpart personnel were mostly addressed to governments. The ILO had always insisted that projects could not be successful, especially when concerned with the building of institutions, if there was not a sufficient number of fairly well qualified counterparts, but the problem was growing more difficult in view of the growing complexity of technical co-operation projects. On the initiative of the Director-General, the problem of counterpart personnel would be examined by the Inter-Agency Consultative Board, which would also deal in a more general way with the training component of technical co-operation projects. In the particular case of the Turkish Management Training Centre, counterparts had been trained before the arrival of the experts and the Turkish staff had worked as a team with the ILO personnel.

e) The question of possible overlapping of the activities of organisations of the United Nations family was a complex one which would be dealt with again in the discussion on co-ordination at the national level. As regards Turkey, he referred to the comments of the Director-General, which made it clear that the ILO had been requested by the UNDP to participate in two projects for which UNIDO was the executing agency. Since responsibility for the execution of the projects was vested in UNIDO, the ILO could only act subject to the decisions and requests of that agency and had constantly offered co-operation in accordance with the UNDP Governing Council decision. At the same time, it must be recognised that there might be cases where it would be better to ensure close co-operation of distinct projects than to associate two or more organisations in a joint project.

(f) He had noted that in general the Committee was in agreement with the observation of the Director-General on the subject of control of funds for Special Fund projects, and considered that this important function could not be separated from the technical aspect. ILO, which must therefore continue to be responsible for all project operations, including the control of funds.


12. In introducing this report and the comments made thereon by the Director-General, the representative of the Director-General pointed out that the discussion on the item would have to be of a preliminary nature, pending the examination of Sir Robert Jackson's report on the Capacity Study and further examination of the subject by the Joint Inspection Unit.

13. Speaking on behalf of the Worker members, Mr. Benazzedine expressed concern at the suggestion made by the Joint Inspection Unit that co-ordination at the country level might be improved by having "a single unified representative" of the United Nations family in each country. That would not be in line with the ILO's tripartite structure and constitutional mandate. He considered that within the ILO co-ordination was already being sufficiently ensured through the instructions issued to field staff in August 1967, according to which, inter alia, Resident Representatives should be fully informed of all UNDP programming discussions with government officials and subsequent developments, as indicated in the comments of the Director-General.

14. The United Kingdom Government member agreed basically with the views expressed by the Director-General that the constitutional features and responsibilities of the Organisation, such as the need for the ILO's representatives to maintain close contacts with employers' and workers' organisations in each country, should be borne in mind when examining the proposal for "a single unified representative". He considered, however, that there was no real conflict and that the two ideas could be reconciled. The representative for the United Nations system as a whole would have responsibility for the overall programme as a representative of the various executing agencies working as part of his staff but not necessarily under him.

15. Mr. Nasr, speaking on behalf of the Employer members, said that co-ordination should not only be aimed at lightening the workload of the United Nations system, but should also seek to improve efficiency in implementing technical co-operation projects. If the latter aspect were to be given the form of a single representative for the whole United Nations family it would not be very effective. Furthermore, as pointed out by Mr. Benazzedine, it was essential, as far as the ILO was concerned, that contacts should be maintained with employers' and workers' organisations.

16. Lord Collison considered that the problem had two aspects—national development planning, to be carried out by the government; and, once that was concluded, the co-ordination of the work of the various agencies. In line with the suggestion of the United Kingdom Government member, the development plan might be established by a national team, including the government and representatives of employers' and workers' organisations, which could take the form of a national economic commission. The representative of the United Nations system could direct the government towards the agencies which would help in the implementation of the various sectors of the plan. At the final stage, the representatives of the specialised agencies could enter into discussion with the government regarding specific projects.

17. The Indian Government member indicated that, as already pointed out, discussion on this subject would be preliminary, pending the report on the Capacity Study and a further report by the Joint Inspection Unit. However, the problem of co-ordination at the country level was a serious one. He mentioned the report of the United Nations evaluation mission to Iran and regretted that sections of it dealing with co-ordination had not
been included in the paper submitted to the Committee under the item on evaluation included in the agenda of the present meeting. While excellent formal instructions and mechanisms existed for co-ordination at the country level, the real problem, as revealed in the report on Turkey and the report of the evaluation mission to Iran, was the actual implementation of those instructions and guidelines by agency representatives. He felt that, whatever the Capacity Study might say, every effort should be made to overcome the types of individual and personal problems mentioned in most of the reports dealing with the subject.

18. The Indian Government member also wished to have some information on the use being made of the regional economic commissions. As regards the proposal of common premises for organisations belonging to the United Nations family, he asked for details of ILO offices in the field which shared premises with the UNDP.

19. In his reply, the representative of the Director-General said that the problem raised by Mr. Benazzedine regarding the ILO's constitutional responsibilities had been covered in the comments of the Director-General. Appropriate instructions had been given to officials in the field to implement ECOSOC Resolution 1453 (XLVII) on co-ordination at the country level 1, and the important role of the Resident Representative in this connection was recognised by the ILO. At the same time, the ILO's special responsibilities and tripartite structure were being borne in mind. He said that co-ordination had improved considerably in the past few years. The Capacity Study would deal with the problem in detail. Once the report was issued, the Committee would be in a better position to assess the situation.

20. He further remarked that the ILO's links with the regional economic commissions had been strengthened over the past few years. The regional economic commissions had very wide responsibilities in respect of economic questions, and those responsibilities were being further increased. The role of the commissions in technical co-operation matters, including the advisability of using them as executing agencies, had been under examination for some time. This question would also be examined in the Capacity Study. Furthermore, the Joint Inspection Unit itself had included in its future programme of work a study on the role of regional economic commissions. Detailed information could be provided once those studies had been completed.

21. As regards the question raised by the Indian Government member, he indicated that the position of the ILO was quite clear on the subject of common premises. Wherever possible, premises were being shared. For instance, in Algiers and Port-of-Spain the ILO shared premises with the UNDP, and in Beirut it shared them with other United Nations agencies. There were separate ILO and UNDP offices in other places, and negotiations for joint premises were under way in four other cases.


22. Lord Collison supported the suggestions in paragraphs 20 and 21 of the inspectors' report for the improvement of programming procedures and in this connection questioned the observation of the Director-General that at the stage of the drafting of a plan of operation more negotiations did not appear necessary between the government and the executing agency except in rare instances where the project concept had changed. He was, however, gratified to note that the Director-General strongly supported the principle of close consultation with the government at the project formulation stage. He wished to stress the need also to consult workers' and employers' organisations at all stages.

23. Mr. Nasr emphasised the need to co-ordinate the work of the recipient government and that of the ILO. He would envisage an annual triennial national meeting between the government authorities concerned and the ILO at which the general lines of co-operation between the ILO and the country concerned would be established.

24. Lord Collison indicated that the Worker members supported the ILO's action in the field of management development. Workers' skills were by no means the only requirement for productivity; indeed, only too often workers were frustrated by management incompetence. On behalf of the Employer members, Mr. Nasr associated himself with these observations, and stressed the need for training of middle management.

25. The USSR Government member explained that, while his Government supported action to increase production and improve management, it did not equate this with assistance to employers' organisations. Because of its tripartite character and constitutional responsibilities, the ILO should concentrate more on defending the interests of workers and on improving their conditions of work and life.

26. Commenting on the discussion, the representative of the Director-General said that, during the negotiations which determined project objectives and lines of approach, consultations and negotiations with governments and employers' and workers' organisations were of course essential. But once a project was approved the main problem was to speed up the start of operations. There was an increasing tendency to regard the plan of operation as a general framework within which more detailed plans of work could be developed with appropriate further consultation at all stages.

27. Turning to the question of national programming, the representative of the Director-General welcomed Mr. Nasr's observations and said that the present tendency was towards continuous programming. For example, in Tunisia, where the ILO programme was large and varied, there had been a continuing dialogue between the Government and the ILO and this was the case in an increasing number of countries. The ILO must now go beyond this and seek to ensure that its programme fell within the general context of national economic plans or directives. Recently, in Beirut and Tunis, the ILO had participated in an examination of the whole multi-lateral technical co-operation programme. This was an important step in the way to enable the ILO to understand better the national development plan and to respond to those objectives which fell within its competence.

28. On the question of management development, the representative of the Director-General recalled that the Governing Body Working Party on Programme and Structure had spent much time in discussing and determining the ILO's broad programme and objectives. Moreover, the Governing Body and the Conference had instructed the Director-General to respond to requests for assistance in productivity and management development. Finally, it should be borne in mind that such projects were asked for by governments—at many cases in consultation with workers' and employers' organisations.

29. The Committee took note of the three reports of members of the Joint Inspection Unit mentioned in paragraph 1 of the present report and of the corresponding comments of the Director-General. It wishes to submit its deliberations, as recorded in this report, to the Financial and Administrative Committee prior to their consideration by the Governing Body.

S. O. KOKU, Chairman.
Seventeenth Item on the Agenda: Report of the Committee on Discrimination

1. The Committee on Discrimination met in Geneva on 14 November 1969. On the proposal of the Government member for India, seconded by the Government member for the United States, Ambassador Antonio Oviedo (Colombia) was elected Chairman of the Committee. On the proposal of the Employers’ and Workers’ groups, Mr. F. Yllanes Ramos and Mr. J. Morris were elected as Employer Vice-Chairman and Worker Vice-Chairman respectively.

2. The Committee’s agenda was as follows:

1. ILO action against discrimination in employment and occupation.
2. Seminar on equality of opportunity in employment to be held in 1970-71.
3. Future programme in the field of discrimination.

ILO Action against Discrimination in Employment and Occupation

3. The Committee was informed of recent ILO action against discrimination in employment and occupation. Since the last meeting of the Committee (November 1968), five more countries had ratified the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), bringing the total number of ratifications of the Convention to seventy-one. The Fifth Special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid of the Republic of South Africa, adopted by the Conference in 1964, had been submitted to the Committee on its 53rd Session and the International Labour Office had also issued a popular brochure entitled The ILO and Apartheid. In addition, it was indicated to the Committee that an article on equality of opportunity in the USSR would be published in the December 1969 issue of the International Labour Review, that a similar article in respect of the United Kingdom was under preparation, and that current information on important legislative and other developments in this field in various countries was being, and would continue to be, published from time to time in the Review. The Committee was further informed that an internal Office memorandum concerning non-discrimination and the promotion of equality of opportunity as a part of ILO activities had been prepared with a view to distribution to all ILO officials and technical co-operation experts. Finally, the Committee was informed of the preparations for the Asian Regional Seminar on Equality of Opportunity in Employment which would be held in Manila in December 1969, as well as of recent ILO co-operation with the United Nations and UNESCO in the field of discrimination.

4. The Committee noted with satisfaction that the number of ratifications of Convention No. 111 had reached seventy-one and expressed the hope that further ratifications would follow in the near future.

5. The Employer members drew attention to the general survey under article 19 of the ILO Constitution which the Committee of Experts on the Application of Conventions and Recommendations would carry out in 1971 on the situation in various countries—whether or not they had ratified the Convention—as regards the elimination of discrimination in employment and occupation, and stressed the importance of governments supplying all the information requested by the Committee of Experts in the reports they would be submitting in 1970. This information should not be limited to legal protection against discriminatory practices, but should also cover practical action such as vocational training, the education of public opinion and the use of government contracts for public works as a means of enforcing non-discrimination. In this connection, it was pointed out that the report form on the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Discrimination (Employment and Occupation) Recommendation, 1958 (No. 111) which was being submitted to the Governing Body by its Committee on Standing Orders and the Application of Conventions and Recommendations would cover all the points mentioned by the Committee of Experts, as well as all the other questions normally included in such a report form.

6. A Worker member felt that the Office might examine what effect had been given to the appeal, made in the Declaration concerning the Policy of Apartheid of the Republic of South Africa, adopted by the Conference in 1964, to the governments, employers and workers of all States Members of the ILO to combine their efforts and to put into effect all appropriate means to lead the Republic of South Africa to renounce its policy of apartheid. This idea was supported by the Government member for the USSR, who suggested that governments and employers’ and workers’ organisations should be specifically requested to supply information on the action taken in this respect. It was indicated that the Office was giving continuing attention to this aspect of the question.

7. A Worker member suggested that the Office might consider the possibility of using television programmes as a particularly effective means of mobilising public opinion against discrimination. It was indicated that the Office had already made use of radio broadcasts on this subject and that, within the limits of financial possibilities, consideration would be given also to the use of television.

Seminar on Equality of Opportunity in Employment to Be Held in 1970-71

8. The Committee had before it suggestions for the holding of a second regional seminar on equality of opportunity in employment. As consideration had been given to holding the first seminar in the Asian or American regions and Asia had been chosen, the Committee agreed that the second seminar should be held in the American region. The Committee also agreed that the seminar should be held in 1971, in a central area such as Central America or the Caribbean.

9. In discussing the agenda of the seminar, the Committee agreed that it should be in principle similar to the agenda of the first seminar to be held in Asia this year, and that the experience of the latter could be taken into account.

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1 See fifth sitting.
account in drawing up a more detailed list of points to be discussed. However, it was felt that any agenda should include an examination of the impact of collective bargaining agreements in relation with discrimination, both as instruments against discrimination and as vehicles for inadvertent or de facto discrimination. Although such an examination should cover the contents of collective bargaining agreements rather than the methods of collective bargaining, it should nevertheless also cover the effects of legislation in so far as it may restrict the scope of collective bargaining agreements.

10. It was pointed out that the inclusion of such points could easily be ensured within the framework of the general agenda adopted for the first seminar.

11. The Committee decided to recommend the Governing Body:

(a) to authorise the holding in the American region of the seminar on equality of opportunity in employment provided for during the next budgetary period; and

(b) to authorise the Director-General to undertake the necessary consultations with a view to the holding of the seminar in 1971 and the nomination of participants along the lines indicated in paragraphs 8 to 10 above.

Future Programme in the Field of Discrimination

12. The Committee had before it preliminary suggestions concerning the ILO's future programme in the field of discrimination, which had been drawn up in the light of the discussion which had taken place in the Committee at the 173rd Session (November 1968) of the Governing Body. These suggestions related in particular to standard setting and related activities, meetings and technical co-operation. As regards standard setting and related activities, it was suggested that certain aspects of discrimination might be studied with a view to drawing up codes of practice or guide books, and, in certain cases, to the possible adoption by the Conference of new standards designed to supplement existing instruments on discrimination. In this connection, special attention might first be paid to certain forms of discrimination against various groups, for instance with a view to guaranteeing equal opportunity and treatment in respect of access to jobs and vocational training. It was also suggested that comparable efforts might be directed to the situation of certain groups as regards all aspects of training, employment and conditions of work and life. In this context, it would seem particularly appropriate to devote special attention to the problems of equality of opportunity for migrant workers, and special action might also be directed at an appropriate stage to the general problem of promoting equality of opportunity and treatment in employment for women. As regards meetings, it was recalled that the Committee had already approved the principle of a series of regional meetings, and it was suggested that further regional seminars should be organised in the two major regions not covered hitherto and that consideration might be given in the future to expert meetings on a world scale to deal with certain specific problems. As regards technical co-operation, it was suggested in particular that governments might be interested in the grant of fellowships to enable officials or other specialists nominated by the govern-

ments concerned to study the types of measures in which they might be interested with a view to taking action adapted to their own national needs.

13. The Worker and Employer members emphasised that particular attention should be given to the problem of access to jobs, since the achievement of equal opportunity in respect of education, vocational training and apprenticeship could be completely frustrated if there did not exist equality of access to employment.

14. The Worker and Employer members also proposed that the ILO should extend its anti-discrimination programme to cover the question of discrimination on the grounds of age, since this was a social problem which affected older workers all over the world. In this connection, special attention should be paid to the harmful practice of fixing maximum age limits for access to employment both in the public and private sectors, as well as to the retraining and readaptation of older workers. A Government member pointed out that in certain cases discrimination on the grounds of age also affected young workers, particularly as regards remuneration.

15. The Worker members expressed the view that the ILO had in recent years devoted insufficient attention to the problems of migration and suggested that, having regard to the growing importance of international migratory movements, the ILO should without delay initiate action to tackle the problems of ensuring equality of opportunity and treatment for migrant workers.

16. The Employer members felt that a clear distinction should be drawn between standards, which constituted binding legal instruments adopted by the International Labour Conference, and such methods as codes of practice or guide books, which could be of practical value but did not have the same legal force as standards. There was general agreement that the elaboration of further standards should be envisaged to cover in greater detail certain forms of discrimination.

17. A Government member agreed that fellowships could be a useful form of technical co-operation in the field of discrimination and suggested that consideration might also be given to the organisation of inter-regional technical co-operation seminars.

18. The Committee agreed that a programme such as that described above should be carried out effectively as one of the priority tasks of the ILO, in view of the importance of the problems involved, and expressed the hope that the ILO would be provided with the necessary financial resources for this purpose.

19. In the light of the above discussion, the Committee decided to recommend to the Governing Body that it authorise the Director-General to proceed with the elaboration of further programme proposals along the lines indicated in paragraphs 12-17 above.

For the Chairman:
F. Yllanes Ramos, Vice-Chairman.
J. Morris, Vice-Chairman.
Eighteenth Item on the Agenda: Report of the Fiftieth Anniversary Committee

1. The Fiftieth Anniversary Committee met on 11 November 1969 under the chairmanship of Mr. Mør, in the absence of the Chairman, Mr. Parodi, to consider a progress report submitted by the Director-General. This paper contained information on anniversary activities received by the Office up to 15 October 1969, but without duplicating facts reported to the Committee at previous sessions of the Governing Body.

2. The Committee heard a statement by the Fiftieth Anniversary Co-ordinator introducing the progress report and reporting orally on developments since 15 October 1969. The progress report was essentially of an interim character, as reports of events were still coming in, but it was hoped to present a final and comprehensive report to the Governing Body at its 178th Session in February 1970.

3. The Committee noted that in Canada a most successful four-day conference had just been held with guest speakers of international repute and some 200 participants selected from Government, university, employers' and workers' circles, preceded by a reception at the Governor-General's residence and concluded with a dinner at which the Prime Minister had paid tribute to the Organisation. At the Geneva headquarters the date of 29 October had been commemorated by, among other things, a ceremony in the honour of a Japanese couple chosen in the "I was born with the ILO" competition. In Paris an important anniversary ceremony was about to take place in the presence of the President of the Republic, and there would be a ceremony in Geneva on 25 November sponsored by the Republic and Canton of Geneva.

4. The position regarding the ratification of Conventions was particularly heartening. So far in 1969 a total of 123 ratifications of Conventions had been deposited, as compared with a total of fifty-six in the same period in 1968.

5. By the end of the anniversary year more than one hundred countries would have issued special commemorative stamps. The Office was planning to publish a comprehensive stamp catalogue of all philatelic items connected with the anniversary, and arrangements were being made for its distribution through philatelic trade channels. The revenue from the sale of the bronze medals and the commission on the silver and gold medals sold by the bank would produce a profit of some $5,000, which would be credited to miscellaneous receipts. Work had also begun on the compilation of a full bibliography of the books, pamphlets and articles put out in connection with the anniversary; a full collection of all these publications would be preserved in the ILO Library.

6. The anniversary of the opening of the First Session of the Conference in 1919 had been solemnly observed by the United Nations on 29 October in the course of two historic sittings, which had been addressed by the President of the General Assembly, Miss Angie Brooks (Liberia), by the Secretary-General of the United Nations and the Director-General of the ILO, followed by an impressive list of speakers from thirty-one countries. Finally, the International Labour Organisation had been awarded the Nobel Peace Prize for 1969 by the Norwegian Parliament, a subject which would be dealt with elsewhere on the Governing Body's agenda.

7. The Chairman observed that the fiftieth anniversary celebrations which had already taken place had done a great deal to bring the aims of the Organisation home to ordinary people throughout the world, and expressed gratitude to the television and radio organisations which had enlightened the public to a remarkable degree about the ILO and its work. The award to the International Labour Organisation of the Nobel Peace Prize for 1969 had set the ultimate seal of recognition on fifty years of achievement.

8. In the general discussion Mr. Waline said that the National Council of French Employers (CNPF) would shortly issue a brochure on the contribution of French employers to the work of the ILO over the years. The compilation of a bibliography would be welcome and useful in research, but it was also important to re-publish certain vital reference works on the history of the ILO which had gone out of print, in particular Edward J. Phelan's book about Albert Thomas and the series of articles on the vicissitudes of the ILO during the Second World War which he had contributed to the Irish magazine "Studies" and which ran the risk of being completely lost to posterity.

9. Voicing the overwhelming conviction in the Committee and the Governing Body that the observance of the ILO's fiftieth anniversary had been an outstanding success throughout the world, Lord Collison said the ILO must maintain the momentum of the publicity it had received and continue to be well known throughout the world. It was important that the utterances of the important public figures who had spoken on the occasion of the anniversary should be recorded, and that the attitudes taken by spokesmen of governments, employers and workers towards the ILO's work in the past and its objectives in the future should be captured in some permanent form.

10. In the United Kingdom the report to the Trades Union Congress had contained a section on the ILO, and an opportunity had been found in the debate for a speech on the anniversary. There had also been an important celebration in Lancaster House, London, convened by the First Secretary of State and attended by representatives of all political parties and employers' and workers' organisations.

11. The United Kingdom Government member added that in the celebrations of the twenty-fifth anniversary of the United Nations organised by the United Nations Association speakers had referred at length to the work of the International Labour Organisation, and the Association had chosen "Social Justice" as its theme for 1969 and had published a brochure on the subject in which extensive reference was made to the ILO. It was traditional for the Foreign Secretary to broadcast to the nation on United Nations Day, but this year he had withdrawn in favour of the First Secretary of State and Secretary of State for Employment and Productivity, who had spoken of both organisations.

12. The Chairman reported that at the October congress of the Swiss Federation of Trade Unions a
The report on the ILO had been included in the agenda. The report had been heard with great interest, and the Federation in its final resolution had made express reference to the work of the ILO and assured it of its support.

13. The Committee was informed that in Mexico celebrations had taken place on 29 October at the federal level, and had been attended by the Minister of Labour and prominent members of the Chambers of Industry and the Congress of Labour. On 15 October the Minister of Labour and the Under-Secretary of State for Labour had also spoken on the ILO's fiftieth anniversary and had contributed to greater public awareness of the ILO. Mr. Yllanes Ramos added that in large areas of the world the International Labour Organisation was hardly known at all, and he hoped that the splendid publicity received in connection with the anniversary observances would make an epoch in the ILO's public relations and usher in an era of greater public interest in its work.

14. The Government member for Uganda said that the fiftieth anniversary of the ILO was also that of significant labour administration in his country. The occasion had been marked by ceremonies attended by the Minister of Labour, which had been broadcast and extensively reported in the press, which had also carried reports on ILO technical assistance projects. At the time of the anniversary two ILO regional seminars—on labour administration and on conciliation and arbitration in industrial disputes—were in progress in Uganda, and in his welcoming address to the latter the Minister of Labour reviewed the relationship of Uganda to the ILO. The various events had brought the work of the ILO to public attention in the East African area.

15. The USSR Government member said that a broadly representative committee had been set up in the Soviet Union at the beginning of the year to co-ordinate all anniversary celebrations. The Soviet Union had made a special effort to ratify Conventions; it had ratified thirteen more in 1969, bringing the total up to forty, and, in particular, the Conventions concerning the working conditions of seafarers. It had issued special postage stamps, and on 29 October a scientific symposium had been organised by several academic bodies at which constructive though sometimes critical reports had been presented on various aspects of the ILO's work, as well as on the participation of Soviet managers and trade union representatives in ILO organs. The proceedings had received wide television, radio and press cover. A long article on the ILO had appeared in an official newspaper, and other magazines would publish articles on the same subject later in the year.

16. Lord Collison remarked that the unanimous agreement of Government, Employers' and Workers' delegates at the 53rd (1969) Session of the International Labour Conference to summon a Workers' delegate to the presidency for the first time was indirectly an anniversary event, and was recognition that by its Constitution and the Declaration of Philadelphia the ILO was devoted essentially to improving the condition of the workers.

17. Members of the Committee from the three groups paid tribute to the work of the Fiftieth Anniversary Co-ordinator, whose initiative and indefatigable efforts had gone far to assure the success of the anniversary. The Fiftieth Anniversary Co-ordinator thanked the Committee and promised that the final report to the Committee at the next session would constitute a constructive and critical record of an historic occasion.

J. Móri, 
Chairman.
Nineteenth Item on the Agenda: Composition and Agenda of Committees and of Various Meetings

First Paper

COMPOSITION OF STANDING BODIES AND COMPOSITION AND AGENDA OF MEETINGS TO BE HELD IN 1969 AND 1970-71

I. Standing Bodies

African Advisory Committee.

1. At its 176th Session (June 1969) the Governing Body was invited to appoint eight members (four Government, two Employer and two Worker members) from countries entitled to attend the African Regional Conference to complete the membership of the Committee. It appointed four Government and two Employer members and noted that the Workers' group would submit nominations concerning two Worker members at the present session.a

2. The Governing Body is invited to appoint two Worker members from countries entitled to attend the African Regional Conference to complete the membership of the African Advisory Committee.

Asian Advisory Committee.

3. At its 176th Session (June 1969) the Governing Body was invited to appoint four members (two Government, one Employer and one Worker member) from countries entitled to attend the Asian Regional Conference to complete the membership of the Committee. It appointed two Government members and one Employer member and noted that the Workers' group would submit a nomination concerning a Worker member at the present session.b

4. The Governing Body is invited to appoint one Worker member from a country entitled to attend the Asian Regional Conference to complete the membership of the Asian Advisory Committee.

Committee of Social Security Experts.

5. At its 174th Session (March 1969) the Governing Body decided that the Committee of Social Security Experts should be composed as follows:

(a) thirty government experts on social security in general;

(b) ten government experts on actuarial questions;

(c) ten experts nominated by the Director-General after consultation with the Employers group of the Governing Body and ten experts nominated by the Director-General after consultation with the Workers' group of the Governing Body; and

(d) two experts nominated by the International Social Security Association and two experts nominated by the Inter-American Committee on Social Security.

At the same time it fixed the list of countries from which the thirty government experts on social security in general and the ten government experts on actuarial questions were to be drawn, and authorised the Director-General, after appropriate consultations, to submit to the Governing Body for approval at its 177th Session a list of names of experts for appointment as members of the Committee for a period terminating on 31 December 1973.3

6. The Director-General now submits the following names:

Experts on Social Security in General:

Mr. M. M. ABDEL-LATIF (United Arab Republic), Director, General Authority for Social Insurance.

Mr. R. A. ALASSANE (Mauritania), Director-General, National Social Security Fund.

Mr. V. BARKIN (USSR), Vice-Minister, Ministry of Social Security, RSFSR.

Mr. I. B. BALL (United States), Commissioner of Social Security Administration, Department of Health, Education and Welfare.

Mr. A. BARJOT (France), Member of the Council of State; former Director-General of Social Security, Ministry of Labour.

Mr. M. V. CARDOSO DE OLIVEIRA (Brazil), President, Permanent Committee on Social Law, Ministry of Labour.

Mr. A. DUDLEY (Panama), Social Security Fund.

Mr. A. GALLIANI WINDER (Peru), Director-General of the National Social Security System.

Mr. L. B. HAMILTON (Australia), Director-General, Commonwealth Department of Social Services.

Mr. W. A. HONORAN (Ireland), Secretary-General, Department of Social Welfare.

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

Mr. G. KHADIJE (Lebanon), Administrative Director, National Social Security Fund.

Mr. M. KHADJENOURI (Iran), Deputy Minister, Ministry of Labour and Social Affairs.

Mr. B. KONDO (Japan), Professor, Kansai Gakuin University, Osaka.

Mr. P. KYRIAKOULAROS (Greece), Director-General, Ministry of Social Services.

Mr. P. NOVOA FUENZALIDA (Chile), Adviser on Social Security, Ministry of Labour and Social Welfare.

Mr. A. PATTERSON (United Kingdom), Assistant Secretary, Department of Health and Social Security.

Mr. M. PIATKOWSKI (Poland), Deputy Director, Labour and Social Security Legislation Department, Committee for Labour and Wages.

Mr. J. POPOVIC (Yugoslavia), Counsellor, Federal Assembly.

Mr. P. RAMHOLT (Norway), Director-General, Social Insurance Department, Ministry of Social Affairs.

Mr. J. SCHUH (Austria), Ministerial Counsellor, Federal Ministry of Social Administration.

Mr. N. K. A. DE SILVA (Ceylon), Acting Director of Social Services, Department of Social Services.

Mr. V. BABKIN (USSR), Vice-Minister, Ministry of Social Security, RSFSR.

Mr. L. B. CARDBE (SWITZERLAND), Member of the Council of State.

Mr. I. B. HAMITON (Australia), Director-General, Commonwealth Department of Social Services.

Mr. W. A. TONGAN (Ireland), Secretary-General, Department of Social Welfare.

Mr. R. J. KHADJE (Lebanon), Administrative Director, National Social Security Fund.

Mr. M. KHADJENOURI (Iran), Deputy Minister, Ministry of Labour and Social Affairs.

Mr. B. KONDO (Japan), Professor, Kansai Gakuin University, Osaka.

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Mr. P. RAMHOLT (Norway), Director-General, Social Insurance Department, Ministry of Social Affairs.

Mr. J. SCHUH (Austria), Ministerial Counsellor, Federal Ministry of Social Administration.

Mr. N. K. A. DE SILVA (Ceylon), Acting Director of Social Services, Department of Social Services.

Mr. V. BABKIN (USSR), Vice-Minister, Ministry of Social Security, RSFSR.
Experts on Actuarial Questions:

Leaders of the Shipowners' and Seafarers' groups of the Governing Body.

Experts Nominated by the Inter-American Committee of Social Security: Members to the vacant seats, as follows:

1. Mr. H. DE LANGE (Belgium), Chief Inspector for Social Security Administration, Department of Health, Education and Welfare.

2. Mr. E. PESONEN (Finland), Director, Insurance Department, Ministry of Social Affairs and Health.

Experts Nominated by the International Social Security Associations:

Mr. C. MICHEL (France), Director, National Federation of Social Security Bodies, Paris.

Mr. B. SPICAR (Yugoslavia), Director, Slovenian Social Security Office, Ljubljana.

Experts Nominated by the Inter-American Committee for Social Security:

Mr. M. FERNÁNDEZ STOLL (Peru), Director-General, Employees' Social Security Fund.

Mr. G. NOYEO (Mexico), Chief, Department of International Affairs, Mexican Social Security Institute.

7. Consultations regarding the remaining Government experts and the experts to be nominated after consultation with the Employers' and Workers' groups of the Governing Body are proceeding and the Director-General hopes to submit the remaining names at the 178th Session of the Governing Body.

8. The Governing Body is invited to appoint the experts listed in paragraph 6 as members of the Committee of Social Security Experts for a period terminating on 31 December 1973.

Joint Maritime Commission.

9. The Standing Orders of the Joint Maritime Commission provide, in article 8.2, that "in the event of a vacancy arising owing to the decease or resignation of a regular or deputy member belonging to the Shipowners' or Seafarers' group, full freedom as to the manner of replacing him shall be left to the group concerned".

10. The Director-General has been informed by the leaders of the Shipowners' and Seafarers' groups of the Commission that, following the retirement of certain members, the respective groups have appointed new members to the vacant seats, as follows:

Shipowners' group:

Mr. Erling BØVIG (Norway) to replace Captain Odd I. Lønnechen (Norway).

Mr. J. K. RICE-OXLEY (United Kingdom), Director, British Shipping Federation, to replace Mr. Z. Barash (Israel).

Mr. Alan Davis (United Kingdom), Director, British Shipping Federation, to replace Mr. Z. Barash (Israel).

Seafarers' group:

Mr. Pietro CAMPANELLA (Italy), President of the San Giorgio Shipowners' Association, to replace Mr. R. Bonfanti (Italy).


The Special Tripartite Conference concerning Rhine Boatsmen at its Third Session (May 1969), when it adopted the Instrument for the Amendment of the Agreement concerning the Conditions of Employment of Rhine Boatsmen, agreed on the need for effectively enforcing the provisions of the Agreement in order to achieve its underlying purpose of harmonising working conditions on board all vessels navigating on the Rhine. The Conference considered it indispensable that a technical governmental conference, which should consult the employers' and workers' organisations concerned, should be called at an early date to consider and establish a multilateral, co-ordinated and unified system of enforcement.

16. The Special Tripartite Conference concerning Rhine Boatsmen at its Third Session (May 1969), when it adopted the Instrument for the Amendment of the Agreement concerning the Conditions of Employment of Rhine Boatsmen, agreed on the need for effectively enforcing the provisions of the Agreement in order to achieve its underlying purpose of harmonising working conditions on board all vessels navigating on the Rhine. The Conference considered it indispensable that a technical governmental conference, which should consult the employers' and workers' organisations concerned, should be called at an early date to consider and establish a multilateral, co-ordinated and unified system of enforcement.

17. Following consultations between the ILO and the Central Commission for Rhine Navigation, the Commission at its session held in April 1968 decided to establish a working party to prepare the work of the Technical Governmental Conference. The Working Party, under the chairmanship of Mr. von Heaften,
Chairman of the Central Commission for Rhine Navigation, was attended by experts from the five countries concerned—Belgium, France, Federal Republic of Germany, Netherlands and Switzerland—and by observers from the ILO. The Working Party held five meetings. At its last meeting on 10 July 1969 it approved the report on its proceedings and adopted the draft text of an additional protocol to the Agreement with certain reservations.

18. At its session held in October 1969 the Central Commission took note of the conclusions of the Working Party and decided to transmit the report, together with the draft protocol, to the Technical Governmental Conference as a basis for discussion. At the same time the Commission requested its Secretary-General to consult the Director-General of the ILO regarding the convening of the Conference at ILO headquarters in December 1969.

19. At the request of the Secretary-General of the Central Commission for Rhine Navigation, the Director-General proposes that the Technical Governmental Conference be held in Geneva from 8 to 13 December 1969 under the joint auspices of the two organisations. He further proposes that the Conference confine its attention to the draft additional protocol drawn up by the Working Party established by the Central Commission for Rhine Navigation, and that its agenda accordingly be as follows:

"Establishment of a system of enforcement of the Agreement concerning the Conditions of Employment of Rhine Boatmen—draft additional protocol on enforcement measures."

20. Invitations to take part in the Conference would be issued by the Central Commission for Rhine Navigation to the five countries concerned—Belgium, France, Federal Republic of Germany, Netherlands and Switzerland. The Governments of the United Kingdom and the United States are signatories to the Final Act of the Conference of Governments concerning Rhine Boatmen which established the text of the Agreement on 27 July 1950, but, although consulted, did not take part in the Third Session of the Special Tripartite Conference in 1963. These governments also declined, it is understood, to be represented on the Working Party of the Central Commission for Rhine Navigation.

21. In respect of sessions of the Special Tripartite Conference concerning Rhine Boatmen, invitations were also sent to the United Nations, the Council of Europe, the Commission of the European Communities and the European Conference of Ministers of Transport. These organisations would be invited to attend the proposed Technical Governmental Conference. It would also seem appropriate to invite the non-governmental organisations with a direct interest in Rhine boatmen, namely the International Transport Workers’ Federation and the International Federation of Christian Trade Unions of Transport Workers, to send observers.

22. In accordance with the recommendations of the 1963 Tripartite Conference referred to in paragraph 16, this Conference would be governmental, but each country represented would be asked to attach to its delegation an appropriate number of employers’ and workers’ representatives. It would be able to participate in the discussion, so that the decisions arrived at would take full account of all relevant points of view.

23. It is not expected that the Conference would involve any direct costs for the ILO: the travel and subsistence expenses of delegates and their advisers would be paid by the governments concerned, and the cost of interpretation would be met by the Central Commission. The interpretation costs as would be incurred by the ILO, essentially representing secretariat services, would be absorbed within the credits made available to various programmes in the Programme and Budget for 1969.

24. The Governing Body is accordingly invited to authorise the Director-General:

(a) to make arrangements for the convening, under the joint auspices of the ILO and the Central Commission for Rhine Navigation, of a Technical Governmental Conference on Rhine Boatmen to be held in Geneva from 8 to 13 December 1969, with the following agenda:

"Establishment of a system of enforcement of the Agreement concerning the Conditions of Employment of Rhine Boatmen—draft additional protocol on enforcement measures"; and

(b) to arrange, in agreement with the Secretary-General of the Central Commission for Rhine Navigation, for invitations to be issued by the Central Commission to the following countries: Belgium, France, Federal Republic of Germany, Netherlands and Switzerland; to the following organisations: United Nations, Council of Europe, Commission of the European Communities, and European Conference of Ministers of Transport; and to the International Transport Workers’ Federation and the International Federation of Christian Trade Unions of Transport Workers.

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

25. At its 175th Session the Governing Body noted that it would be informed in due course of the outcome of the consultations taking place with the Inter-Governmental Maritime Consultative Organisation (IMCO) concerning the question of a further meeting of the Joint Committee and the agenda of such a meeting. IMCO has since informed the ILO that it will be unable to participate in a meeting of the Joint Committee in 1969 and has suggested that the next meeting should take place not earlier than the second half of April 1970. Proposals concerning the financing of such a meeting in 1970 are before the Financial and Administrative Committee.

III. Meetings to Be Held in 1970

Meeting of Consultants on Workers’ Education.

26. At its 175th Session the Governing Body fixed the agenda of the Meeting and decided that it should consist of twenty-five experts drawn from the Panel of Consultants on Workers’ Education. The Director-General hopes, after appropriate consultations, to submit to the Governing Body a list of names proposed concerning the consultants to be invited.

Joint ILO/WHO Expert Committee on Organisation of Health Care and Its Relationship with Social Security.

27. Consultations are proceeding with regard to the membership of the Committee and the Director-General hopes to submit nominations to the Governing Body at its 176th Session.

Meeting of Experts on Control of Atmospheric Pollution in the Working Environment.

28. At its 175th Session the Governing Body fixed the agenda of the Meeting and decided that it should consist of twelve experts to be drawn as far as possible from the following countries: Australia, Chile, France, Federal Republic of Germany, India, Japan, Libya, Poland, USSR, United Kingdom, United States and Zambia. Four of the experts would be nominated after consultation with the Employers’ group of the Governing Body and four after consultation with the Workers’ group. The Director-General hopes to submit nominations to the Governing Body at its next session.

1 See Minutes of the 175th Session of the Governing Body, second sitting, p. 13, and Appendix XV, first paper, paras. 18, p. 52.
2 Ibid., second sitting, p. 15, and Appendix XV, first paper, paras. 48-53. P. 53.
3 Ibid., third paper, paras. 16-23.
4 See Minutes of the 175th Session of the Governing Body, second sitting, p. 14, and Appendix XV, first paper, paras. 31-38, pp. 52-53.
IV. Meeting to Be Held in 1971

Meeting of Experts on Fiscal Policies for Employment Promotion.

20. At its 175th Session the Governing Body decided the composition of this meeting, on the understanding that the Director-General would report at a later session on the financial implications of increasing the number of experts from employers' and workers' circles from two to three on each side. 3

30. A paper on the subject has been circulated to the Financial and Administrative Committee. In these circumstances, and even though it is not proposed to hold the Meeting until 1971, the Governing Body may wish to consider whether the number of experts from employers' and workers' circles should be increased from two to three on each side.

Second Paper

Reconstitution of the Permanent Agricultural Committee and Agenda of Its Eighth Session

1. A credit for the Eighth Session of the Permanent Agricultural Committee, to be held in 1971, is included in the Programme and Budget for 1970-71.

2. The Committee was last convened in November-December 1965 and the three-year mandate of its members has now expired. The current session is meant to lead to agreement on the principle of the reconstitution of the Committee, on proposals regarding its nature, composition and title in the future, and on the agenda of its Eighth Session.

3. When these questions have been decided, the Director-General will undertake the necessary consultations and submit a list of experts to the Governing Body at a later session. He will also make firm proposals concerning the date and place of the Committee's Eighth Session.

Functions and Title of the Committee

4. The setting up of the Permanent Agricultural Committee was recommended by a unanimous resolution of the Conference in 1935 as an instrument to advise the Governing Body and to develop the work of the Conference on matters pertaining to agricultural labour. 1 The Committee's first session was held in 1938; subsequent sessions were held in 1947, 1949, 1953, 1955, 1960 and 1965.

5. In the early days of its existence the Committee devoted considerable attention to the conditions of work of agricultural wage earners. It has considered such questions as hours of work, safeguards relating to the employment of children and young persons in agriculture, minimum wages, and holidays with pay. Its deliberations on these matters and its recommendations to the Governing Body have enabled it to fulfil a most valuable role in preliminary technical discussion before such questions are submitted to the General Conference for the adoption of standards.

6. The title given to the Committee reflected its terms of reference at the time, which were the living and working conditions of agricultural workers in the narrow sense, i.e. mostly wage earners. The word "permanent" was included in the title apparently in order to provide for the systematic and organic study of these matters by an ILO body. It was also presumably intended to take account of the fact that, in its original composition, the Committee included not only six members of the Governing Body of the ILO but also six members of the Permanent Commit-

1 See Minutes of the 175th Session of the Governing Body, second sitting, p. 13, and Appendix XV, first paper, para. 20-25, p. 52.
4 For the text of the report of the Permanent Agricultural Committee on its Sixth Session see Minutes of the 146th Session of the Governing Body, Appendix III, Annex, pp. 64-73.
Moreover, the suggested broadening of the Committee's title is in keeping with trends in the United Nations family as a whole, especially the Economic and Social Council.

12. It is intended that the Committee, although meeting only periodically, would act more as a sort of standing advisory committee to be consulted more frequently by correspondence than in the past. In view of the continued priority being given to rural development within ILO programmes, and of the complexity of the issues, more contact with the members of the Committee by correspondence would help to ensure that the ILO's programme is in keeping with the needs and priorities of the rural world, particularly as far as operational activities and research are concerned.

13. The Governing Body is invited to approve the reconstitution of the former Permanent Agricultural Committee as the Advisory Committee on Rural Development as suggested in paragraph 11 above.

Agenda of the Committee's Eighth Session.

14. As almost six years will have elapsed since the Committee last reviewed the ILO's rural development programme in 1965, it would appear necessary for a further technical review to be undertaken in 1971, covering research and study, technical meetings, standard-setting activities and technical co-operation. The report of the Committee on the progress achieved would be useful in providing the Office with policy and technical guidance in the field of rural development, including guidance on the contribution that the rural development programme could make to the World Employment Programme.

15. In addition to such a review, it would seem desirable for a maximum of two technical items to be placed on the agenda of the Eighth Session. These might be:

Manpower and training needs for rural development; and

Incomes of agricultural workers, with particular reference to developing countries.

16. With regard to the first of these items, it is recalled that, while over the years the ILO has established well-proven methods and techniques of manpower assessment for the non-rural sectors, this is not true of the rural sector. The Office is increasingly being called upon to provide guidance in this connection and has undertaken a certain amount of preliminary research both at headquarters and in the field, which will be increased in the next few years, as a basis for establishing training programmes responding to needs. It is expected that by 1970 simplified methods and techniques for manpower assessment in the rural sector, as well as their suitability for designing and implementing training programmes meeting primary manpower and employment needs in rural development, will have been devised and tested in this field. It is considered most desirable to present the results of this work to the Committee for discussion and possible continuation or diffusion to these methods and techniques as a tool to assist governments in rural development planning. It should be stressed that rural manpower assessment, planning and training are concerned both with the development of human resources (assessment of available skills and future requirements) and with the fuller utilisation of human resources, particularly employment promotion and training in the rural sector.

17. In relation to the second of the two technical items, there will by 1971 be a certain amount of factual data available, based on field surveys undertaken by the ILO during recent years. This material, and the conclusions that can be drawn from it, could form the basis for a useful discussion by the Committee. The latter would be expected to formulate concrete proposals for national and international action to raise the living standards of rural workers and remove disparities between the various groups.

18. The Governing Body is invited to approve the following agenda for the Committee's Eighth Session:

1. Technical review of ILO rural development activities in 1966-70 and suggestions for the future orientation of the ILO's work.
2. Manpower and training needs for rural development.
3. Incomes of agricultural workers, with particular reference to developing countries.

Composition of the Committee and Term of Office of Its Members.

19. Proposals concerning the composition of the reconstituted Committee and the term of office of its members will be submitted to the Governing Body at its next session.

Third Paper

Composition of Standing Bodies and of Meetings to Be Held in 1969 and 1970-71

Committee of Experts on the Application of Conventions and Recommendations

A. New Appointments.

1. The Governing Body has been informed at its present session of the death of Mr. Oscar Saraiva (Brazil) 1, a member of the Committee of Experts on the Application of Conventions and Recommendations.

2. In succession to Mr. Saraiva, the Governing Body is invited to appoint, for a period of three years, the following member:

Mr. Arnaldo Lopes Sussekind (Brazil), Judge of the Supreme Labour Court; former President of the Permanent Commission on Labour Law; former Minister of Labour and Social Welfare.

3. In succession to Mr. Marcel Grégoire (Belgium), whose term of office has expired, the Governing Body is invited to appoint, for a period of three years, the following member:

Mr. Joseph J. M. van der Ven (Netherlands), Professor of Labour Law, of the Sociology of Law and of the Philosophy of Law at the University of Utrecht; former Dean of the Law Faculty; former Rector of the University; former President of the Social Insurance Council of the Netherlands.

B. Reappointments.

4. The Governing Body is invited to reappoint, for a period of three years, the following members:

Sir Grantley Adams (Barbados)

Begum Liaquat Ali Khan (Pakistan)

Mr. H. S. Kirkaldy (United Kingdom).

Seminar on Equality of Opportunity in Employment

5. At its 174th Session the Governing Body approved the nomination of thirteen persons as participants in the Seminar on Equality of Opportunity in Employment to be held from 2 to 13 December 1969, which up to eighteen participants might attend, as required, and at its 175th Session it approved the nomination of three further participants. 2

6. The Director-General has proceeded with the necessary consultations and now submits the following further nomination for a Government participant:

Mr. Myer Kangan (Australia), First Assistant Secretary, Ministry of Labour and National Service.

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1 See Appendix XXII, paras. 9-13.
7. The Governing Body is invited to authorise the Director-General to invite the person named in paragraph 6 to participate in the seminar.

Co-operation with the Central Commission for Rhine Navigation: Proposed Technical Governmental Conference to Establish a System of Enforcement of the Agreement concerning the Conditions of Employment of Rhine Boatsmen

8. Proposals concerning the composition and agenda for this Conference have been submitted to the Governing Body in a previous paper\(^1\) in which it is suggested, among other things, that certain non-governmental organisations be invited to send observers.

9. The Director-General has since been informed, in the course of further consultations with the Central Commission for Rhine Navigation, that it would be desirable to invite also two European employers’ organisations concerned with navigation on the Rhine and connecting waterways, namely the International Union for Inland Navigation and the Consortium for Rhine Navigation.

10. The Governing Body is accordingly invited to authorise the Director-General to arrange, in agreement with the Secretary-General of the Central Commission for Rhine Navigation, for invitations to be issued to the two above-mentioned organisations to be represented by observers at the Conference.

Joint ILO/IMCO Committee on Maritime Safety Training

11. The Governing Body has been informed in an earlier paper\(^2\) that IMCO will be unable to participate in a meeting of the Joint Committee in 1969 and has suggested that the next meeting should take place not earlier than the second half of April 1970. Proposals concerning the financing of such a meeting in 1970 are before the Financial and Administrative Committee.

Date and Place.

12. The last meeting of the Joint Committee was held at IMCO headquarters in London in December 1968, and following consultations with the Secretary-General of that organisation the Director-General proposes that the next meeting should take place in Geneva from 4 to 8 May 1970.

13. Subject to the decision to be taken in regard to financing, the Governing Body may wish to approve the convening of the next meeting of the Joint ILO/IMCO Committee on Maritime Safety Training in Geneva from 4 to 8 May 1970.

Agenda.

14. It will be recalled that the Joint Committee was established to make a study of the training and certification of officers and ratings on large ships and on ships carrying oil or other hazardous or noxious cargoes, and that at its meeting in December 1968 it revised and brought up to date the “Document for Guidance—1964”.\(^3\) At the same time it had before it a list of some twelve subjects which IMCO had suggested as suitable for further study, but did not have time to discuss them.

15. IMCO is now considering what specific questions it would wish to have included in the agenda of the next meeting of the Joint Committee. As no final proposals will be formulated in this regard before February 1970, the Director-General intends to consult further with the Secretary-General of IMCO with a view to establishing an agreed agenda for submission to the Governing Body at its next session.

Meeting of Consultants on Workers’ Education

16. At its 175th Session the Governing Body fixed the agenda of the Meeting and decided that it should consist of twenty-five experts drawn from the Panel of Consultants on Workers’ Education.\(^1\)

17. The term of office of all members of the Panel having expired, the Governing Body is called upon to reconstitute the Panel and to select from among its members the consultants who are to be invited to the Meeting.

18. Although the Programme and Budget for 1970-71 contains provision for a meeting composed of twenty-five consultants, it is felt that a broader range of expertise and a better balance of views would be obtained by increasing the number of participants to twenty-seven. That could be done without exceeding the existing budgetary credit.

19. After appropriate consultations, the Director-General accordingly proposes that the following twenty-seven persons be appointed to the Panel of Consultants on Workers’ Education and invited to attend the Meeting:

- Tom Bavin, General Secretary, International Federation of Plantation, Agricultural and Allied Workers, Geneva.
- Daniel Benedict, Assistant General Secretary, International Metalworkers’ Federation, Geneva.
- Peer Carlsen, International Affairs Consultant, Danish Trade Union Congress (LO), Copenhagen.
- M. A. Chansarkar, Director, Central Board for Workers’ Education, Nagpur.
- Bernardo Cobos, Education Secretary, Confederation of Mexican Workers, Mexico, D.F.
- Marcel David, Director, Institute of Labour, University of Paris, Sorbonne, Paris.
- Walter Davies, Education Director, AFL-CIO, Washington, DC.
- Jean Diallo, Education Officer, Pan African Trade Union Congress, Dakar.
- René Duhamel, Secretary, General Confederation of Labour, Paris.
- Gérard Esperet, Director, International Trade Union Technical Co-operation Institute, Bierville.
- Pierre Galomy, Confidential Secretary, General Confederation of Labour—Force Ouvrière, Paris.
- Albert Guigui, Former Chief, Workers’ Education Division, ILO, Geneva.
- Bert Heworth, Education Director, Canadian Labour Congress, Ottawa.
- Ramon Jimenez, Director, Asian Labor Education Center, Manila.
- V. Kabra, Principal, ICFTU Asian Trade Union College, New Delhi.
- Leonid A. Kostin, Professor of Economics, University of Moscow, Moscow.
- Reuben M. Mwilu, Centre of Adult Studies, University of Nairobi, Nairobi.
- Artur Olssen, Education Director, Swedish Trade Union Congress (LO), Stockholm.
- Daniel Pedersen, ICFTU, Brussels.
- Jesús de la Plana, Director, Latin American Federation of Christian Trade Unions (CLASC), Trade Union Training Institute, Caracas.
- Peter Rosenfeld, Education Officer, Union of Shop, Distributive and Allied Workers, Manchester.
- Ali Sayed Ali, General Secretary, Arab Federation of Petroleum Workers, Cairo.
- Wolfgang Schleicher, General Secretary, International Federation of Workers’ Educational Associations, Düsseldorf.
- Sahrb. Souri, Director of Studies, Workers’ Educational Association, Freetown.
- Bernard Tampungu, Education Officer, National Confederation of Congolese Workers (UNTC), Kinshasa.

\(^1\) See above, first paper, paras. 16-24.
\(^2\) Ibid., para. 25.
\(^3\) See Minutes of the 174th Session of the Governing Body, Appendix XV, para. 25, pp. 87-88.

\(^1\) See Minutes of the 175th Session of the Governing Body, second sitting, p. 15, and Appendix XV, first paper, paras. 49-53, p. 53.
\(^2\) Previously a member of the Panel or drawn from the same organisation as a consultant previously a member of the Panel.
The Governing Body is invited:

(a) to appoint the persons named in paragraph 19 to the Panel of Consultants on Workers' Education for a period terminating on 31 December 1973; and

(b) to authorise the Director-General to invite these persons to attend the Meeting of Consultants on Workers' Education.

It is desirable that the Panel should also include a number of consultants whose collaboration could be enlisted, as necessary, for other purposes coming within the usual terms of reference of ILO consultants and some of whom the Governing Body might subsequently be invited to select for participation in the Meeting of Consultants on Workers' Education should any of the persons named in paragraph 19 be unable to attend.

After appropriate consultations, the Director-General accordingly submits the following further nominations:

Mr. André Bracoonier, General Secretary, International Federation of Teachers' Unions, Brussels.

Mr. Akiva Eger, Director, Afro-Asian Institute for Labour Studies and Co-operation, Tel-Aviv.

Mr. Angelo di Gioia, Director, Giuseppe Vittorio Trade Union School, Italian General Confederation of Labour (CGIL), Rome.

1 Previously a member of the Panel or drawn from the same organisation as a consultant previously a member of the Panel.

Mr. Pedro Guglielmetti, Director, Centre of Trade Union and Co-operative Studies, University of Chile, Santiago.

Mr. Abbès Hakima, National Secretary and Responsible for Education, Tunisian General Labour Union (UGTT), Tunis.

Mr. D. F. Hopkins, National Film Board of Canada, Ottawa.

Mr. Philip G. H. Hopkins, Principal, Fircroft College, Birmingham.

Dr. J. R. Kidd, Institute of Adult Education, University of Toronto, Toronto.

Mr. R. Lebescond, Education Director, CFDT, Paris.

Mr. R. R. Martin, Assistant General Secretary, Brotherhood of Asian Trade Unionists, Manila.

Mr. J. U. Montemayor, General Secretary, Federation of Free Farmers, Manila.

Mr. Franz Mrkvicka, Youth Secretary, Austrian Federation of Trade Unions (ÖGB), Vienna.

Mr. H. Porschlegel, Director, German Confederation of Trade Unions (DGB), Trade Union School, Bad-Kreuznach.

Mr. Tom Singleton, Director, Centre for Educational Television Overseas (CETO), London.

Mr. Jacques Vittori, Director, Centre of Technical Co-operation and Research in the Field of Workers' Education (CECOTRET), Geneva.

Mr. C. Wedel, Education Officer, Friedrich-Ebert Foundation, Bonn.

Mr. Denis Winnard, Education Officer, Trades Union Congress, London.

The Governing Body is invited to appoint the persons named in paragraph 22 to the Panel of Consultants on Workers' Education for a period terminating on 31 December 1973.
APPENDIX XX

Twentieth Item on the Agenda: International Institute for Labour Studies

[No paper was submitted to the Governing Body on this item on its agenda.]
APPENDIX XXI

Twenty-first Item on the Agenda: International Centre for Advanced Technical and Vocational Training

Report on the Ninth Session of the Board of the Centre

Introduction.

1. The Board of the International Centre for Advanced Technical and Vocational Training held its Ninth Session in Turin on 7 and 8 November 1969 under the chairmanship of Mr. David A. Morse, Director-General of the International Labour Office. It decided to submit to the Governing Body a report on its work during the session. An evaluation report on the activities of the Centre and a document on the programme of the Centre for the year 1970-71 are appended.

Nomination of Vice-Chairmen of the Board.

2. The Board unanimously approved the nomination as Vice-Chairmen of: Mr. Knolle (Government representative for the Federal Republic of Germany) for the Government group; Mr. Faupl, for the Workers' group; and Mr. Henniker-Heaton, for the Employers' group.


3. The Chairman recalled that at its last session the Board had decided that an independent evaluation of the Centre should be carried out under the responsibility of the Administrator of the United Nations Development Programme (UNDP). The Administrator had suggested that Sir Eric Wyndham White, KCMG, former Secretary-General of the General Agreement on Tariffs and Trade (GATT), should carry out the evaluation.

4. The evaluation report, which is attached to the present report of the Board, was submitted to the Chairman on 25 September 1969 and circulated to members of the Board on the same date.

5. The Board first heard a statement by Sir Eric Wyndham White, introducing the discussion of his report. It was in his view most appropriate that the report should be discussed at the present point in time. The Report of the Commission for International Development had recently been submitted by its Chairman, Mr. Lester B. Pearson, to the President of the International Bank for Reconstruction and Development. One of the main conclusions of the Commission had been that governments and aid agencies should maximise their efforts to make more effective use of the resources available for development.

6. The Centre could make a valuable contribution in this respect because of the multiplier effect of the training which it provided for the improvement of skills in developing countries. The evaluation which he had carried out in accordance with the mandate given to him by the Board had led him to the general conclusion that the Centre provided services for which there were extensive real needs, at a cost which was justifiable. He had also concluded, however, that the operation of the Centre rested on a somewhat haphazard system of financing which was unsatisfactory in the long run. It was his view that the body which decreed the ends, i.e. the programme of work of the Centre, should also provide the means, i.e. the budget. It was his understanding that the Governing Body of the ILO had not so far favoured a system of financing the Centre by means of a subsidy from the ILO regular budget. He had therefore examined in his report three other possible methods of securing an annual income of $5 million, which was the amount needed to carry out the approved programme of activities as from 1970. Two of these methods, namely the establishment of a foundation and deficit financing, seemed to him impractical for the reasons set out in his report. Given the various advantages of the third solution, which would consist of securing contributions by firm national pledges over a four-year period, he recommended that the Board should propose this method of financing to the ILO Governing Body.

7. The Board decided to examine first the evaluation of the programmes of the Centre. If it concluded that the favourable findings of the report were justified, it would in a second stage examine the various possibilities of putting the financing of the programmes on a firm and guaranteed basis.

8. The Chairman read a written statement by Mr. Malcolm S. Adiseshiah, Deputy Director-General and representative of UNESCO on the Board, who was unable to attend, owing to other commitments. The statement recalled that two years ago UNESCO had established with the ILO a joint research group in Turin on the methodology of technical education. A UNESCO/Centre working party had also been established and met regularly to programme common activities. It was envisaged that this collaboration would expand further in the future, especially in the fields of teaching techniques and training in technology. Finally, it was stated that UNESCO was willing to become executing agency for projects financed by the UNDP, consisting in fellowships for courses at the Centre, provided that government requests concerned fields within the competence of UNESCO.

9. Mr. Henniker-Heaton said that the Employer members of the Board appreciated the clarity and brevity of the external consultant’s report and agreed with the general conclusion that the Centre was rendering a useful service to developing countries. Some members of the group had reservations about certain aspects of the programmes, in particular the relative lack of attention to the problems of industrialised countries, but clearly the Centre was still in an experimental stage and was going in the right general direction. Therefore the Employers' group felt that the Centre deserved support and should be provided with the necessary means to carry on its activities.

10. The representative of the Nigerian Government recalled that his Government had supported the Centre financially ever since its creation. The amount of the annual contribution was necessarily modest in view of his country’s financial situation, but it reflected his Government’s dual conviction that the Centre could play a useful role in the development effort and that all countries should participate in the cost of the operation.
11. The representative of the Colombian Government said that, unlike the technical co-operation activities of some bilateral and official bilateral aid programmes, the programmes of the Centre were manifestly geared to the priority needs of developing countries in that they were concentrated on the training of trainers, thereby achieving a high multiplier effect. His Government agreed with all the conclusions of the external consultant, the activities of the Centre deserved the support of all member States of the ILO.

12. The representative of the Brazilian Government agreed with the previous speakers that the Centre was worthy of the support of all member States, in particular those who had the greatest means. His Government did not agree with all the features of the Centre's activities, but endorsed the over-all evaluation of the programmes made by the external consultant.

13. The representative of the Czechoslovak Government said that, although his Government did not support all the conclusions of the external consultant, the activities of the Centre were appreciated in his country.

14. The representative of UNIDO expressed his organisation's desire to co-operate with the Centre, in accordance with the guidelines for co-operation established between UNIDO and the ILO.

15. Mr. Faupl recalled that the Workers' group had supported the creation of the Centre partly because of the need to relieve production bottlenecks by training at appropriate levels. The group was disappointed at the marked retardation of training in operative skills. The external consultant had asserted that there already existed an extensive network of national vocational centres which with proper development would be adequate to meet the basic training needs in operative skills of most developing countries. The Workers' group would have liked to know in which countries such centres did exist and in which countries they did not yet exist.

16. The representative of the Italian Government endorsed the conclusion of the external consultant that the programmes of the Centre responded to needs which could not be met satisfactorily in the developing countries and for which facilities were not available or accessible elsewhere. He noted that, according to the evaluation, the costs did not appear to be out of line with those of equivalent facilities where they existed and pointed out that the costs could be reduced by increasing the training level of the Centre. He urged the Board to take the long-term view and recommend to the Governing Body that the financing of the Centre be put on a sound basis. If the ILO abandoned the venture, another body would take it over, and the ILO would have missed an important opportunity to fulfil a priority task of the international community.

17. The representative of the French Government recalled that his Government had taken a calculated risk in supporting the Centre from the time of its establishment. The evaluation report now confirmed that the risk had been worth taking. His Government had noted with interest the attention given to management training. Management skills were extremely scarce in developing countries, and this constituted an impediment to the exercise of full national independence.

18. The representative of the United Nations agreed that the problem should be seen in the context of the Report of the Commission on International Development. The Centre was regarded as an important component of the international instruments of national family as a whole, and it seemed hard to imagine that the undertaking should not be maintained in the future.

19. Having ascertained that the evaluation of the programmes of the Centre by the external consultant found general support among the members of the Board, the Board then discussed the various possible alternative methods of financing the Centre's operations referred to in the report of the external consultant on the evaluation of the Centre. Although it was recognised that from many points of view the establishment of a foundation would be the best solution, as it would ensure the financing of the Centre's operations on a permanent basis, the Board agreed that, in the light of prevailing financial circumstances and attitudes, this was not a practical possibility at the present time.

20. The Board likewise concluded that it would not pursue the possibility of proposing the establishment of a system of deficit financing under which any shortfall of budgeted income from voluntary contributions would be made good by recourse to ILO funds.

21. There remained the alternative of securing contributions by firm national pledges. A number of Government members drew attention to some of the difficulties for governments to which the application of such a system would give rise in practice, while some were concerned that governmental contributions to the Centre be made good by recourse to ILO funds. This would put the Centre in an intolerable situation if such a major contribution were not made before determining their own levels of contribution. Moreover, if one or more major contributors were not satisfied with the development or orientation of the Centre, it would not become a charge on the ILO's regular budget, they felt that this method had the great advantage of spreading the financial burden as equitably as possible among all of the ILO's member States. As regards the amount of the subsidy, they were not altogether in agreement with the view of the external consultant that no reliance whatever should be placed on the financial contribution made by the United Nations Development Programme, and preferred some form of fellowships. On the basis of past experience they felt that at least $1 million annually from this source could be counted on, which would leave approximately $2.5 million to be found from ILO funds, rather than the $3.5 million suggested by the external consultant.

22. The French Government representative indicated at the outset that his Government remained in favour of the first proposal made by the Director of the Centre, under which an ILO subsidy of $2 million (40 per cent of the Centre's budget) would replace voluntary government contributions other than that of Italy.

23. Mr. Henniker-Heaton, speaking on behalf of the Employer members of the Board, said that the Employer members were divided in their views as to the most appropriate means of ensuring the financial guarantees necessary for the implementation of the Centre's approved programmes. Some Employer members were strongly in favour of a subsidy from the regular budget of the ILO. While recognising that there were psychological arguments against this method of financing, they pointed out that the decision taken at the time the Centre was established to the effect that it would not become a charge on the ILO's regular budget, they felt that this method had the great advantage of spreading the financial burden as equitably as possible among all of the ILO's member States. As regards the amount of the subsidy, they were not altogether in agreement with the view of the external consultant that no reliance whatever should be placed on the financial contribution made by the United Nations Development Programme, and preferred some form of fellowships. On the basis of past experience they felt that at least $1 million annually from this source could be counted on, which would leave approximately $2.5 million to be found from ILO funds, rather than the $3.5 million suggested by the external consultant.

24. Other Employer members were in favour of securing the necessary finance by firm national pledges; they held the view that such a system, based on firm commitments from governments, would not fail to provide the financial guarantees necessary for the sound development of the Centre's activities. Against this, those Employer members who favoured an ILO subsidy had pointed out that under the voluntary pledging system the interested government was not altogether in agreement with the view of the external consultant that no reliance whatever should be placed on the financial contribution made by the United Nations Development Programme, and preferred some form of fellowships. On the basis of past experience they felt that at least $1 million annually from this source could be counted on, which would leave approximately $2.5 million to be found from ILO funds, rather than the $3.5 million suggested by the external consultant.

25. The Employer members had concluded that if a substantial proportion of the Centre's income were to take the form of an ILO regular budget subsidy, the Board of the Centre should still retain responsibility for
the allocation of expenditure under the budget of the Centre. They also considered that the ILO subsidy should be absorbed within the normal rate of increase in the size of the ILO's regular budget.

26. Sir Eric Wyndham White said that his conclusion that the Centre should be financed by a system of firm national pledges should not be construed as being other than an alternative to the original proposal of the Director of the Centre, who had proposed to an ILO summit conference, but was mindful of the thinking in many national capitals that the rate of increase in the level of the budgets of international organisations generally should be kept to a minimum. An important ILO subsidy towards the financing of the Centre should not necessarily lead to reductions in other high priority activities financed by the regular budget.

27. Mr. Neilan expressed concern as to whether the needs for the Centre's programmes had been really defined; whether the programmes had been designed to meet the needs satisfactorily; whether the programmes offered by the Centre had been presented sufficiently attractively to potential users of the facilities; and finally whether the price of the training given was right.

28. He felt that other means of financing should be explored, in particular methods which would give an incentive to the potential beneficiaries of fellowships. For example, the sponsors of fellowships could be requested to meet their travel costs. The fellows themselves might be asked to bear a modest proportion, say 5 or 10 per cent of the cost of their fellowships. Incentives financing in this way should involve participation by the three elements in the tripartite structure of the ILO, with governments, employers and workers participating in a joint effort with a view to securing a firm financial basis for the Centre's activities, and also with the aim of ensuring that the programme of courses was clearly designed to meet well-defined needs and for which the right quality of participants would be selected.

29. The Colombian Government representative emphasised the difficulties that would face governments if a system of firm pledges to contribute on a voluntary basis over a four-year period were to be adopted. Governments were inevitably subject to changes in their composition over such a long period. His Government believed that since the Centre had been established by the ILO its financing should be ensured by the ILO's member States. Given that the Centre was worthy of support, efforts to find the necessary finance should be made by all member States. Without adequate financing on a firm and guaranteed basis the Director of the Centre would find it extremely difficult to develop the Centre's programmes on a rational basis. The Colombian Government was contributing to the ILO regular budget and held the view that the major industrialised countries should be prepared to do likewise, whether on a voluntary basis or through the ILO regular budget. There was a tremendous need for increased technical assistance to the developing countries, but unfortunately there appeared to be a lack of willingness on the part of certain industrialised countries to pass on their knowledge to the developing countries in the form of technical co-operation. This attitude was not propitious to the much-needed strengthening of the economies of the developing countries.

30. The United Kingdom Government representative explained the terms under which his Government had contributed £500,000, 4 per cent of its gross national product for technical co-operation, to the Centre. Because of the exchange-of-payments difficulties the contribution had had to be made in sterling. It was not an annual contribution; when it was exhausted, the Government would be prepared to give consideration to the possibility of making a further voluntary contribution under the present system of financing the Centre. In these circumstances he reserved the position of the United Kingdom Government with regard to the proposal for an ILO regular budget subsidy to the Centre. There were, of course, alternatives to the system proposed by the ILO Director. In this connection, he questioned whether there was a real demand for as many as 1,500 fellowships annually. If not, it would be more realistic to adopt a budget of less than $5 million, in which case any regular budget subsidy from the ILO could be fixed at a lower figure than that proposed by the Director of the Centre. In his Government's view the cost per fellow in the Centre was somewhat on the higher side. A high priority for the Centre should therefore be to ensure that the budget was justifiable. Although there was bound to be a failure rate, the procedure for selecting candidates for fellowships must be first class in order to keep the failure rate to an absolute minimum. National experience led him to urge that the course directors should keep in close touch with the specific needs of the developing countries by frequent travel to them.

31. The representative of the Brazilian Government expressed the view that it was hardly possible that any government would at the present stage be in a position to pledge firm contributions over a period of four years. Governments would require more time for this. He therefore considered that the report on the evaluation of the Centre should be taken as the basis for negotiating financial contributions with interested governments. In his Government's view, the industrially developed countries ought to bear the brunt of the cost of financing the Centre. He opposed the suggestion that the governments of developing countries from which fellows would come be asked to contribute a proportion of the cost of their fellowships.

32. The representative of the Nigerian Government stated that his Government fully supported the Centre, having regard to its past achievements, its programmes of courses and the benefit derived therefore by the developing countries. It was morally incumbent on the highly industrialised countries to finance the Centre's activities. On the other hand, the developing countries should also participate in the financing of the Centre, however modestly, and he was inclined to favour Mr. Neilan's suggestion that the beneficiary governments should be asked to pay a part of the cost of fellowships awarded to their own nationals. He did not believe that it was feasible to ask the fellows themselves to contribute to the cost of their fellowships.

33. In line with the objectives of the United Nations First Development Decade, under which the industrialised countries had been called upon to set aside 1 per cent of their gross national product for technical co-operation, he suggested that firm pledges to contribute voluntarily to the Centre should be made by such countries, only one or two of which had achieved the 1 per cent target. Additionally, the ILO should take some financial responsibility by including in its regular budget some contribution for a subsidy to the Centre, thereby ensuring that all of its member States would contribute to the Centre's activities in some way.

34. The representative of the French Government asked whether the proposed system of pledged governmental contributions held any real advantages over the present voluntary contributions system. The Director of the Centre indicated that the proposed system had the advantage of fixing the amount required in advance, so that the financing of the Centre's activities could be secured on the basis of fixed amounts pledged by the governments concerned. The second advantage was that the contributions would be assured for a period of four years, subject only to such reservations as might be made pending national parliamentary approval on an annual basis. With such guarantees, the system would permit the extension of the contracts of the staff of the Centre and the planning of the programmes of future years in advance. Sir Eric Wyndham White added that if any governing body approved a budget, the same body should ensure at the same time the necessary financial appropriation to implement the budget. This would be secured in this case through firm national pledges.

35. The representative of the Government of the Federal Republic of Germany indicated his Government's desire to help secure the sound financial foundation essential to the continuation of the Centre's activities, but
stated that his Government was not in a position to take a final decision on the matter at the present stage. He pointed to the difficulty of securing four-year pledges. He had consulted government budget experts on the evaluation report; it was not only necessary for these pledges to obtain the support of the Minister of Labour, but also that of the Finance Minister, the Cabinet and then the national parliament. Approval of a voluntary pledge covering four years would thus take some time to secure; therefore this way might be too difficult; no doubt other governments were in similar positions.

36. On the whole, financing by means of an ILO regular budget subsidy would be simpler and a decision could be more quickly arrived at. On the other hand, there were doubts that this method might hamper the development of the ILO's other programmes of work. This method too was still under consideration in his country. He wondered whether it might not be better in the circumstances to draw up a budget for the Centre at a somewhat lower level than $5 million in order to lessen the importance of the financial implications for the member States who would be called upon to contribute through the ILO's regular budget. He recognised, however, that a reduction in the number of fellows to be trained annually by the Centre would necessarily result in an increased unit cost.

37. The representative of the Italian Government said that he was inclined to agree with the views put forward by the representatives of France and the Federal Republic of Germany, and therefore to favour the inscription of a contribution to the Centre in the regular budget of the ILO. He did not believe the Board should envisage a reduction in the proposed level of activities as he was convinced that the demand for 1,500 fellows a year already existed and was only awaiting the necessary finance. The Director's proposal called for a contribution by the Italian Government of $1,500,000 a year. He recalled that the contribution already accorded by the Italian Government had constantly been a proportion of approximately 30 per cent of the total budget of the Centre; in line with this policy it had recently increased by $200,000 its contribution to the Centre in respect of fellowships. Accordingly, he felt that, provided the remaining finance could be secured within the framework of a $5 million budget, there was no reason to believe that the Italian Government's contribution could not be maintained at the same proportion of 30 per cent of this sum.

38. He considered that the external consultant was somewhat pessimistic in discounting altogether contributions from the United Nations Development Programme and from other sources to finance fellowships, for which the Director of the Centre had set a target of $1,500,000. However, it might be wiser to budget on the basis of contributions totalling $1 million from these sources, leaving $4,500,000 to be contributed in cash by governments.

39. He was in favour of securing a subsidy from the ILO's regular budget along the lines proposed by the Director. In his view this method was the only one which guaranteed fully that part of the income to be provided by governments. It would also have the advantage of concentrating the contributions that would be necessary under the four-year pledge system. Finally, the ILO subsidy would spread the burden equitably among all its member States by assessing them on the basis of the scale of contributions to the budget of the ILO. The voluntary contributions system inevitably meant that some governments would have to shoulder the burden that ought legitimately to be borne by others which were not willing to pay. This applied not only to the industrialised countries but also the developing countries, which had a moral obligation to contribute—within the limits of their possibilities—to the financing of the Centre from which they benefited.

40. He pointed out that if all the ILO's member States pledged contributions voluntarily, the financial burden would be spread almost in the same way as under a regular budget subsidy. He wondered also if a system of voluntary contributions could be combined with a subsidy from the regular budget of the ILO to the extent that the voluntary contributions fell short of the income required from governments. In all the circumstances, his Government was in favour of the Director's original proposal involving a straight subsidy from the regular budget of the ILO.

41. Mr. Faupl said that if it were concluded that the Centre was worthy of support by the ILO, then the ILO should ensure the financing of its activities on a regular basis. If such support could not be obtained on an adequate scale, then the Centre should be closed. With regard to the cost of training and the question of the Centre's financial situation, less than whether the training responded fully to the needs and demands of the developing countries. In this connection he had been impressed by what he had seen in the workshops during a visit to the Centre, where ingenious solutions to technical problems that arose specifically in developing countries had been found.

42. The Director of the Centre gave the Board an indication of the scale of the demand for fellowships. He said that the Centre did not solicit requests, because experience had shown that their inquiries were often construed as firm offers of fellowships. Out of 3,206 requests, so far 1,653 fellowships had been granted and there were 1,002 valid candidates for courses at the Centre. For 1970, nine French-speaking African countries had requested UNDP projects that envisaged the training of 1,500 fellows at the Centre. This was an immediate need. In addition, negotiations were under way with forty-one different governments for mini-projects. His proposal that $2,100,000 out of a total budget of $5 million be obtained in the form of fellowships granted by the UNDP and other international organisations was based on past experience. In 1969, on a much lower total budget, an amount of $900,000 had already been forthcoming from these sources.

43. He pointed out that under the present system the granting of fellowships by the Centre was subject to guarantees by the governments concerned of the salary of the fellows during their absence from their country. Thus the sending of fellows to the Centre already had financial implications for the governments concerned. Nevertheless, he was not opposed to the principle of the suggestion that a small percentage of the cost to the Centre of such fellowships be met directly by the developing countries from which the fellows came.

44. The representative of the Government of the USSR observed that his Government welcomed the favourable new trends in the work of the Centre. For example, in September 1969 the Centre had held a seminar on group technology, to which eight countries from which eight countries had taken part. The participants from the USSR had been very satisfied with the work of the seminar, which had clearly demonstrated the advantages of this kind of activity. With regard to the future financing of the Centre, his Government's attitude would depend on the method that would ultimately be adopted. He agreed with the earlier speakers who had drawn attention to the need for further time for governments to determine their attitude, as this would require substantial interdepartmental consultation using the evaluation report as a basis. Accordingly, he could not support the taking of a decision on the method of financing at the present stage.

45. The representative of the United States Government indicated that the failure of his Government to lend financial support to the Centre in the past was not indicative of opposition to the Centre as such. The decision not to contribute on a voluntary basis followed the general policy of the United States of not participating in the financing of training projects under technical assistance programmes. Under this policy, his Government had concentrated on channelling its financial support for training through the Agency for International Development (AID) and through the bilateral aid programmes promoted by the United Nations Development Programme, to which it contributed approximately 38 per
cent of the total funds. It was also part of his Government's policy that it would not support on a voluntary basis what might be considered to be essentially a European-sponsored programme of training. The United States Congress was committed to paying 25 per cent of the regular budget of the ILO. Any request for a voluntary pledge of financial support to the Centre would inevitably be looked upon by Congress as an attempt to break through the 25 per cent ceiling. He drew attention to the fact that under all the ILO's programmes approximately $30 million had been earmarked in the financial period 1970-71 for vocational training and management development. The United States Government would be paying a substantial proportion of that amount.

46. For all these reasons his Government was not at present in a position to give its voluntary financial support to the Centre. Nevertheless, the Board could be assured that the Centre had many friends in the United States, where the Centre's development was followed with interest. With regard to the specific proposals before the Board, he felt that they were needlessly constrained as to the level of the budget, the number of people to be trained annually and the alternative means of financing the Centre's activities.

47. The representative of the Government of Czechoslovakia reserved the position of his Government as to the method to be adopted for financing the Centre's activities. He indicated that his Government was opposed to the idea that the Centre should be financed from the regular budget of the ILO.

48. Mr. Martin Hill, alternate member of the Board for the United Nations, drew the Board's attention to the difficulties that had faced the UNDP and UNICEF over many years as a result of the year-by-year voluntary basis on which these activities were financed. Although the United Nations could not take a position on the matter of financing, Mr. Paul Hoffmann's view was that the Board should press hard for regular financial support from the ILO. An assured source of income would greatly facilitate the rational planning of the Centre's operations and would spare the Directorate of the Centre many difficulties.

49. The representative of the Government of Brazil reserved the position of his Government on the suggestion that developing countries might be asked to pay a proportion of the direct fellowship costs of fellows from their respective countries.

50. Mr. Georget said that the employers in the developing countries attached great importance to the help that they were able to obtain from the industrially developed countries. The Director of the Centre had given specific indications of the demand for fellowships. It would be difficult to meet this demand unless there were adequate financial guarantees on the part of the countries themselves.

51. Before concluding the discussion of the various possibilities of financing the Centre's activities, the Chairman invited the Board to consider the specific programme of the Centre for the year 1970-71, as proposed by the Director. He recalled that in March 1968 the Board had approved the general lines of the management and technical training programmes for the second four-year period, 1969-72. The present proposals were put forward by the Director in implementation of the general mandate conferred on him by the Board at that time.

52. Mr. Faupl reiterated the disappointment of the Workers' group as a whole at the lack of balance between the management training courses and the training of workers. The programme for 1970-71 did not take sufficiently into account the objectives of the Centre as set out in the Statutes, and reflected the fact that the needs for skilled workers were greater than for management staff. The Workers' group did not oppose the principle of management training in the Centre, but urged the Director to reconsider the balance of proposed programmes.

53. Mr. Henniker-Heaton said that the change of programme emphasis had been inevitable. However, the Employers' group would favour a reduction in seminars, in favour of an increase in fellowships.

54. Some Government representatives said that the programmes for 1970-71 appeared to be well balanced, while others suggested that whatever reservations the Board expressed, it should be brought to the attention of the Advisory Board on Programmes when it next met.

55. The representative of the United States Government found the programmes well conceived and balanced, and doubted that there existed any one formula which constituted a "fair balance". Developing countries were in acute need of both trained managers and technicians, and it was therefore desirable to continue programmes in both areas. His Government was pleased to note the element of industrial and labour relations which was injected into all the Centre's programmes.

56. The representative of the French Government recalled that when the Centre had been established it had been recognised that it would not be economical to organise basic technical training as a standard activity. He noted that the Workers' spokesman came from a country which was exceptionally rich in management talents. It should not be overlooked that such talent was very scarce in developing countries, and the external consultant had found that it was in this area that the Centre made a unique contribution. The Board should not discourage the Centre in its originality.

57. After hearing a statement from the Director in which he replied to the questions raised during the discussion, the Board adopted the Programme of the Centre for the year 1970-71. Mr. Paul Hoffmann put forward the undertaking that the Advisory Board on Programmes would consider at its next meeting the various observations formulated by members of the Board and in particular the question of balance between management and technical training programmes as raised by the Workers' group.

58. The Board then resumed its discussion of the possible alternative methods of financing the Centre's activities.

59. Mr. Faupl, speaking on behalf of the Worker members of the Board, said that they had made up their minds that the Centre must be fully justifiable within the over-all picture of the ILO's activities. The Worker members accordingly believed that the time had come for the ILO to assume the responsibility for financing the Centre. Therefore they unanimously proposed that the Board should recommend to the Governing Body of the ILO that a specific amount be allocated to the Centre from the regular budget of the ILO in order to sustain its operations. The amount of the ILO subsidy need not be specified at this stage but should be sufficient to ensure the successful implementation of the Centre's approved programme of activities. An ILO subsidy would be a very fair and just way of sharing the financial burden among all of the ILO's member States. The assumption of the responsibility for financing the Centre in this way would be in line with the responsibility assumed by member States to contribute a share of the ILO's activities, as they would all contribute to the Centre on an equitable basis. The Worker members of the Board were prepared to make this recommendation to the Workers' group of the Governing Body of the ILO. If the necessary financial support for the Centre could not be obtained, then the Worker members believed that it should be closed.

60. Mr. Henniker-Heaton, speaking on behalf of the Employer members of the Board, said that there was still a division of opinion among them. He had been impressed
by the fact that the Worker members had come to a unanimous conclusion in the matter. He had likewise been impressed by the unanimity of feeling within the Board as a whole that the Centre was well worth while. He and some of his colleagues felt that the proposal for a subsidy from the ILO regular budget merited serious consideration and would be prepared to accept it.

61. The representative of the Government of Nigeria said that he was prepared to support the proposal put forward on behalf of the Worker members of the Board by Mr. Faupl. The Centre was a world-wide operation and been established as an ILO venture and it was therefore the responsibility of all of the ILO's member States to support it. He stressed the fact that the subsidy from the ILO should constitute a net addition to the regular budget: there should be no corresponding cutting or diminution of the other activities financed under the regular budget of the ILO.

62. The representative of the United States Government commended the courage and insight of the Worker members of the Board in making a straightforward proposal. He was convinced that the need for permanent financial backing for the Centre had been established. He presumed that this proposal would not exclude a continuing effort to augment the ILO subsidy by income from other sources; this would undoubtedly help in putting the proposal to the Governing Body of the ILO. He assured the Board that he would present the case sympathetically to his own Government on this basis.

63. The representative of France had already spoken in favour of an ILO regular budget subsidy.

64. The representative of the Italian Government commended the Worker members on their proposal. In his view, an ILO subsidy was the only solution that would give regular guaranteed financial support to the Centre: it also had the merit of providing the most equitable basis for financing the activities of the Centre among the ILO's member States. He had no doubt that this would be the easiest formula for most governments to accept.

65. The representative of the United Kingdom Government agreed with the view that the other alternatives appeared less promising than the method of financing through an ILO subsidy. The Board should not, however, underestimate the fact that this proposal would give rise to considerable difficulties for some major contributors, including his Government, which had its own policy as to the appropriate method of financing technical assistance activities.

66. The representative of the Brazilian Government agreed that the proposal of the Worker members was the most practical one: it would meet the need for permanent financing. However, it would require the support of all of the ILO's member States and would mean that all developing countries would have to contribute to the costs of the Centre. Although he had great sympathy with the proposal, he could not guarantee at this stage the support of his own Government.

67. Mr. Henniker-Heaton stated that the Employer members of the Board would be willing for this proposal to go forward to the Governing Body of the ILO, on the understanding that there were dissident views among them and that individual members reserved the right to express such different positions when the matter came before the Governing Body.

68. The representative of the Government of Colombia expressed his support of the proposal made on behalf of the Worker members. He felt sure that the governments of most Latin American countries would give the proposal very sympathetic consideration and would no doubt support it.

69. The Chairman of the Board, summing up, noted the Board's agreement that if it approved a programme of activities for the Centre it should also agree on the means of financing it. The Board agreed that it should recommend to the Governing Body that it confirm this principle. In his capacity as Director-General of the ILO, he undertook to make a proposal to the Governing Body through the normal procedures, incorporating a formula for financing the Centre's activities along the lines of the proposal made by the Worker members. An appropriate amount for the ILO regular budget subsidy would have to be determined in the light of the other programmes of the ILO. It was also possible that the proposal might consist of a combination of a number of financial means, taking into account the suggestions of Mr. Nellis that a proportion of the cost of fellowships should be financed by the sponsoring governments. It was essential that the proposal be submitted to the Governing Body at its forthcoming session in November 1969, in order to allow time for consideration.

70. Mr. Henniker-Heaton expressed the view that if the proposal of the Worker members were adopted the ILO's regular budget subsidy should not involve the ILO in running the Centre's activities in detail. The Centre had its own Board which should continue to be responsible for this.

71. The Board requested the Chairman to put forward to the Governing Body of the ILO the proposal of the Worker members that part of the financial requirements of the Centre should be provided by means of a subsidy from the regular budget of the ILO, along the lines indicated by the Chairman in paragraph 69.

72. The Board gave final approval to the Director's proposals to change the financial year of the Centre by substituting the scholastic year for the calendar year and to include in the calculation of the amount of the General Reserve Fund the contributions formally promised by governments for following years.

73. These two proposals had previously been submitted to the Governing Body of the ILO, which had not formulated any observations concerning them.

74. The Board noted the provisional figures of income and expenditure for the nine months ending 30 September 1969.

75. The Board also noted that the Director intended to accept contributions to the income budget of the Centre in currencies which were not freely convertible into United States dollars, providing that the funds in question could be utilised for operations within two years of receipt.

Official Title of the Centre.

76. The proposal to change the official title of the Centre has been deferred for future discussion if the need should arise.

Staff Regulations of the Centre.

77. The Director submitted to the Board a draft of the proposed Staff Regulations to replace the provisional regulations approved by the Board at its First Session on 7 and 8 March 1966. The Board decided to study the draft and to discuss it at its next session.

Date and Place of Next Sessions.

78. The Board decided to meet in Geneva in February 1970 on the occasion of the 178th Session of the ILO Governing Body, and to hold a two-day session in Turin during the month of May.
ANNEX A
EVALUATION OF THE INTERNATIONAL CENTRE FOR
ADVANCED TECHNICAL AND VOCATIONAL training

Introduction

At its Eighth Session, held in Geneva on 26 May 1969, the Board of the International Centre for Advanced Technical and Vocational training agreed that it would decide at its next session, in November 1969, on the action to be taken on the Director's proposals regarding the financial basis on which the Centre should be operated, in the light of the conclusions of an evaluation of the Centre to be made under the responsibility of the Administrator of the UNDP. This evaluation was to include an assessment of the training on a world-wide or regional basis, and the alternative methods of financing the operations of the Centre.

It was with the foregoing terms of reference that I was nominated by Mr. Paul Hoffman, Administrator of the UNDP, to undertake this assignment.

The report which I am now presenting is based on extensive discussions with Mr. David A. Morse, Director-General of the ILO and Chairman of the Board of the Centre; with Mr. Philippe Blamont, Director of the Centre, and staff of the faculty of the Centre; with Mr. John Stewart, Chief of Division, Education Projects Department, International Bank for Reconstruction and Development (IBRD), who was designated by the Bank to give advice on technical and vocational training; with Mr. Robert Hawrylyshyn, Director of the International Management Development Institute (CEI), Geneva, who gave advice on management training; and with Mr. Paul Hoffman and his senior collaborators in the United Nations Development Programme, New York, USA. With the Centre was visited by myself, by Mr. Stewart and by Mr. Hawrylyshyn, and full information was made available by the Director and his staff on all aspects of the training, financing and administrative operations of the Centre.

I believe that in the final analysis the Board of the Centre is the body best qualified to pass judgment on the utility of the Centre and to take action on its health and development. In order to help the Board and the Governing Body of the ILO to reach the important decisions which these twelve members will be called upon to take in November 1969, I have sought to give them the fullest possible information. I am therefore attaching to these findings and recommendations a number of appendices which give the background against which I have formed my own judgment:

Appendix 1: Note on the Establishment and Development of the Centre
Appendix 2: Technical Training in the Centre
Appendix 3: Management Training in the Centre
Appendix 4: Financial Circumstances in which the Centre was established and has since developed
Appendix 5: Study of the Operating Costs of the Centre

1. Technical Training

There exists an extensive network of national vocational training centres which, with proper development, would be adequate to meet the basic training needs of most developing countries in operative skills. The Centre can justify vocational training programmes at this level only in respect of a limited number of countries where national institutional facilities do not yet exist.

The training of engineers and scientists at university level is also well established in a large number of countries, and it is neither necessary nor economical to give training at this level in the Centre.

The technical training of adults to meet the specific needs of industry in developing countries is however deficient, and it is in this area that the Centre plays and should continue to play its role. It is in this area that the current internationalisation of programmes are consistently orientated to the technical, social and economic conditions of developing countries. It is also unique in its capacity to organise, where necessary at short notice, tailor-made programmes to relieve strategic bottlenecks in specific countries or industries.

Another special feature of the Centre is the strong emphasis placed on management training and the development of management training institutions in developing countries. The Centre constitute a net addition to ILO training activities which will not lead to frustration when the students return to their countries of origin.

At the same time, the geographical location of Turin enables the Centre to expose its students to a variety of sophisticated technological and managerial environments in which advanced techniques can be applied. A particular feature of the Turin management programmes, deriving from the constitutional mandate of the ILO, is the emphasis on industrial relations and the management of labour. This is an important asset in view of the problems of social stability which many countries have to face in the take-off of the world of developing countries. The Centre is also giving increased attention to training consultants; this form of training has a high multiplier effect.

In terms of the maximum number of enrolments per course, at present set at twenty-four, it is concluded that the management training programmes of the Centre provide a service which is not available elsewhere and do so at a reasonable cost. The long-term future of the Centre would appear to be secure in this field in view of the high premium put on management skills in all parts of the world. The Centre provides management training for developing countries in an international environment, which provides an indispensable link between management theories and practices appropriate to the one hand to a sophisticated environment and on the other to conditions of imperfection.

The costs of technical training in the Centre are high in relation to costs of equivalent training at the national level. With increased enrolments the unit costs would be reduced, but not to the level of those at the Centre. Specialised technical programmes are, however, economically justified where national facilities do not exist, or even where they do exist but are not available at the level of the explicit needs for which the Centre specifically caters and where strategic bottlenecks could not be broken without resort to the Centre's facilities.

2. Management Training

In the field of management training the Centre provides a service which is in considerable demand and has no equivalent elsewhere.

The advancement of management training institutions exist in virtually all industrialised countries. The curricula of these institutions are geared almost exclusively to the requirements of management in a sophisticated technological environment. Whereas students from developing countries in operative skills. The Centre would appear to be secure in this field in view of the high premium put on management skills in all parts of the world. The Centre provides management training for developing countries in an international environment, which provides an indispensable link between management theories and practices appropriate to the one hand to a sophisticated environment and on the other to conditions of imperfection.

In terms of the maximum number of enrolments per course, at present set at twenty-four, it is concluded that the management training programmes of the Centre provide a service which is not available elsewhere and do so at a reasonable cost. The long-term future of the Centre would appear to be secure in this field in view of the high premium put on management skills in all parts of the world. The Centre provides management training for developing countries in an international environment, which provides an indispensable link between management theories and practices appropriate to the one hand to a sophisticated environment and on the other to conditions of imperfection.

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3. Financial Considerations—Other Possible Methods of Financing the Operations of the Centre

Although great strides have been made by the Centre during the past four years in adapting its training courses to meet changing needs and in improving the quality of the instruction given, normal rational development of the Centre's work has been seriously hampered by the lack of sufficient financial resources to raise the volume of the Centre's activities to an economically viable level.

It is evident that financing the Centre exclusively by voluntary contributions has so far proved unsatisfactory. It has not produced the level of income that I consider would have been essential to place the Centre's operation on a sound footing. The fundamental defect of that I consider would have been essential to place the Centre's activities to an economically viable level.

Remedying these defects in the present system of financing was made more urgent by the Board's decision of February 1968 to establish a programme of activities which would require for its implementation an assured annual income of not less than $5 million, beginning in 1970. In these circumstances, the Director of the Centre proposed at the Eighth Session of the Board of the Centre in May 1969 that its income requirements from 1970 be met from the three following sources: (i) an ILO subsidy of $2 million (40 per cent of the Centre's budget), replacing voluntary government contributions other than that of Italy; (ii) a voluntary contribution from the Italian Government of $1,500,000 (30 per cent); and (iii) a contribution from the United Nations Development Programme (through the financing of fellowships in the form of "mini-projects") and from other organisations to a total of $1,500,000 (30 per cent).

Since the target fixed by the Board calls for a guaranteed income of $5 million at current levels, the programme fail to remedy the basic defects to which I referred earlier. It would secure for the Centre a fully assured income of only $3 million (in my opinion, income from fellowships stemming from the UNDP and the ILO cannot be regarded as assured or guaranteed income). This type of finance depends on the demands for advanced vocational training and management fellowships submitted by governments within the framework of the UNDP and on decisions taken by the executive organs of the UNDP concerning the allocation of funds in accordance with priorities. Moreover, the experience of the Centre so far indicates that generally the level of fellowship income is largely unpredictable.

What, then, are the other possible methods of guaranteeing income at current levels, these programs fail to remedy the basic defects to which I referred earlier? I would secure for the Centre a fully assured income of only $3 million (in my opinion, income from fellowships stemming from the UNDP and the ILO cannot be regarded as assured or guaranteed income). This type of finance depends on the demands for advanced vocational training and management fellowships submitted by governments within the framework of the UNDP and on decisions taken by the executive organs of the UNDP concerning the allocation of funds in accordance with priorities. Moreover, the experience of the Centre so far indicates that generally the level of fellowship income is largely unpredictable.

I. The Establishment of a Foundation

In order to ensure guaranteed income of $5 million in a year, the initial amount of capital required would have to be of the order of $80 to $100 million. Though from most points of view this would be the best solution, I recognise that in the light of prevailing financial circumstances and attitudes the establishment of a foundation is not a realistic possibility.

II. Deficit Financing

Many training institutions rely on a system of deficit financing. If the budget as approved, is carried out, any shortfall of income being guaranteed by the sponsor. In the case of the Centre, the responsibility for raising the funds established it rests with the Governing Body of the ILO. Under such a system, therefore, it would be for the Governing Body, having approved the budget of the Centre or, as at present, having noted the budget of the Centre, to ensure that no good any shortfall in the Centre's income from voluntary contributions by recourse to ILO funds through a mechanism analogous to that utilised when the Governing Body approves the financing of supplementary expenditure not provided for in the approved budget of the Organisation. It seems likely that the operation of such a system would place a heavy financial burden on the Working Capital Fund of the ILO. There is, moreover, a risk that a deficit financing system might be found to discourage contributions. Because of the limited size of the Working Capital Fund of the ILO and the other calls upon it, the success of such a system would require a high level of voluntary contributions in relation to the size of the budget of the Centre.

III. Contributions to Be Secured by Firm National Pledges

A third possibility is the establishment of a system of guaranteed voluntary contributions based on the presentation of an expenditure budget for which the necessary funds would be pledged by ILO member governments. It is suggested that if the norm of income to be contribute should cover a four-year period and should be secured at a pledging meeting to be held once every four years in conjunction with one of the sessions of the Governing Body of the ILO. The contributions pledges should be designated to current operations, based on the amount of an approved expenditure budget for the first year of the four-year cycle. Prudent budgeting would require that the annual needs to be secured for the four years should take into account the need for a reasonable rate of increase in the annual budget of the Centre to meet rises in operating costs. Additional income subsequently generated each year from fellowships (UNDP, ILO and other intergovernmental organisations) would be used in reduction of the cash contributions required from contributing governments in each of the four years, subject to the setting aside in the first year of operation of the system of an amount sufficient to constitute a working capital fund at an appropriate level. Moreover, pledge income could be used in full. Pledged contributions should be in convertible currencies, but the Director could give sympathetic consideration to paying payments in non-convertible currencies where countries are in balance-of-payments difficulties and where such currencies can be used in full of the programme.

If this system of financing is to be adopted, I consider it imperative in the light of the Centre's financial requirements for 1970 that the policy decision to adopt the system be taken by the Governing Body of the Centre and the Governing Body of the ILO at their meetings to be held in November 1969. Furthermore, a decision to implement the system in practice by the making of the necessary pledges should also be taken urgently.

Although the meeting to receive pledges of contributions would take place in conjunction with a session of the Governing Body, the governments of all States Members of the ILO should be invited to pledge contributions and to participate in the meeting. Those unable to attend should be invited to communicate their pledges in writing in advance of the meeting.

This system would, I believe, remedy the defects of the present system mentioned earlier. Furthermore, it would not only give those industrialised countries which have not so far manifested financial support for the Centre a suitable opportunity to do so in an atmosphere of solidarity; it would also give the developing countries themselves, primarily for whom the Centre was established, the opportunity to indicate in concrete form, no matter how modestly in financial terms, the importance which they attach to the work of the Centre.

Conclusions

From the evaluation I have carried out and the over-all assessment thereby made of the Centre, I have reached the following conclusions:

1. The Centre is making a valuable and unique contribution towards meeting the needs of the developing world in the field of advanced technical, vocational and management training—needs which have not been met and indeed in certain respects cannot be met by present national institutions; this service is being given at a cost by no means disproportionate to the value of the Centre's present and potential achievements.

2. In order to ensure the development of the Centre to reach the targets set by the Governing Body of programmes costing $5 million annually, which would permit the Centre to function on an efficient and economic basis, a sound financial foundation must be established through a system of firm pledges of cash contributions to the Centre by governments.

3. Failing this, the Board would be faced with two possibilities. The first would be to scale down the programme of activities of the Centre to match the financial support available, and so to accept the continuance of the present
level of activity, which is recognised to be inadequate and uneconomic. The second possibility would be, notwithstanding the conclusions set out in paragraph 1 above concerning the usefulness and the desirability of the Centre, as a last resort to abandon the project because of the lack of adequate financial support.

APPENDIX I

NOTE ON THE ESTABLISHMENT AND DEVELOPMENT OF THE CENTRE

1. The Centre was established essentially as an extension of, and cost programme of the field projects carried out on the vocational training and management development programmes of the ILO.

2. The ILO’s technical assistance programme was launched in 1949. From the outset the bulk of resources was concentrated on the field projects, through which training and advanced training of workers. In the nineteen-fifties new programmes of training were developed in the fields of management, small-scale industrial expansion, and training in large undertakings in these countries, and the organisation of seminars.

3. The means of action adopted to implement this technical assistance programme was the opening of an office in developing countries for the training of technicians and management personnel, the provision of on-the-spot advisory services to governments, the provision of fellowships for counterparts and other students in industrialised countries (such study to include practical training in large undertakings in these countries), and the organisation of seminars.

4. As the operational programme of the ILO entered its second decade it became evident that continuing expansion would make it increasingly difficult to maintain large teams of experts in the field and provide adequate support for these teams from ILO regular services. Whereas it had been economical to establish a network of national centres to meet the needs for basic training of technicians at all levels, it would be much more difficult to staff and equip such centres to handle the more advanced types of training required as the developing countries began to build up the industrial base necessary for their continued economic and social advancement. It was furthermore concluded that the provision of advanced training by established methods—particularly fellowships to visit industrial plants in highly developed countries—was neither fully effective nor economical. The training methods of advanced industrial societies were developed within the economic, social and cultural framework of the countries concerned and had little direct bearing on the particular needs of developing countries.

5. It was in such circumstances that the idea took shape of establishing an advanced training centre in an industrialised region of a developed country, where advanced training could be given by specially trained staff familiar with the conditions in the developing countries from which the students came. These courses would be backed up by direct experience in the practical application of the methods taught in the training. The centralised training facilities of such an institution could be reinforced by concentrating on the training of counterpart instructors for the institutions being set up by the ILO throughout the developing world. It was thought that certain highly specialised operative personnel could also receive better training in an international industrial environment of this kind than in the national institutions in which they were given basic training. Finally, such a centralised training institution would serve—especially if it were located near ILO headquarters in Geneva—to give experts recruited for ILO field projects an invaluable introductory training in adapting their knowledge and techniques, acquired for the most part in the industrialised countries, to the conditions in developing regions.

Conference Resolutions

6. The International Labour Conference, in resolutions adopted in 1953, 1957, and 1960, called for an intensification of the ILO’s technical assistance programmes, underlined the importance attached by developing countries to the training of highly qualified technical personnel and managerial staff for both large and small undertakings, and the need for increasing facilities for this type of training. 1

7. Furthermore, ILO regional conferences held in Africa (1960) and the Americas (1961), in adopting resolutions on vocational training, emphasised the importance of technical and management training in furthering economic development. 2 Experience in technical assistance programmes for vocational training in developing countries had shown that long-term training of advanced level would require the training of skilled workers and technicians only if it was accompanied by the development of sound management principles and practices.

Governing Body Action

8. In 1961 the Italian Government offered to put at the disposal of the ILO the premises of Istituto ITALIA VI, Exhibition in Turin in order to create an international training centre under ILO auspices. As a site for such a centre Turin had several specific advantages. It is close to ILO headquarters in Geneva and situated in a modern industrial complex. It is fairly close to a number of other European industrial regions, in particular to countries whose languages are widely known in developing regions and whose training systems are familiar to nationals of territories formerly under their control.

9. Careful consideration was given at that time to possibilities other than the creation of a single international centre for advanced training. In particular, the establishment of a number of regional centres without high standards could partly enable fellowships to receive training in an environment more congenial to their habits and traditions than a centre established in Europe. On the other hand, such centres would operate effectively only if they were located in industrial areas sufficiently developed and diversified to provide trainees with genuine opportunities for advanced training. Developing regions could not offer the variety of modern industry nor the standard of industrial performance which such centres require. The increasing pace of technological change in modern industrial societies made it all the more important to locate an advanced training centre in a region in constant touch with the latest technological developments. Furthermore, the cost of establishing several regional centres would have been considerably higher than that of a single centre, for the same throughput of trainees and the same range of courses. Each regional centre would have had to duplicate buildings, equipment, administrative infrastructure, and teaching staff. The problem of staffing such regional centres with technically qualified teachers of advanced technical and managerial techniques was considered insuperable because of the shortage of such personnel, both then and now. Finally, a single international centre would more effectively break through the cultural and social barriers to economic and social development than regional centres; both instructors and trainees would gain by association with people from a wider range of cultural backgrounds.

10. The offer of the Italian Government was accordingly submitted to the Governing Body, which set up a working party to examine the Office’s proposals. In March 1963 the Governing Body decided to set up an International Centre for Advanced Training in Turin. 3 In May 1963 it adopted the Statute of the Centre. 4

11. The initial programme of the Centre was defined as follows in articles 1 and 2 of the Statute: Technical and vocational training at various levels, primarily for the benefit of developing countries, for persons considered suitable for more advanced training than any they could obtain in their own countries or regions; to provide advanced technical and vocational training for persons connected with the development of small-scale industry and production co-operatives; and to provide instruction in teaching methods and operation experts. Although the Centre was not to restrict its activities to training for ILO programmes—paragraph 9 of article I of the Statute specifies that the Centre may make arrangements with the United Nations, and with specialised

3 See Minutes of the 155th Session of the Governing Body, sixth sitting, p. 42, andAppendix III, Annex, para. 73, pp. 81-82.
4 See Minutes of the 155th Session of the Governing Body, first sitting, p. 57, second sitting, pp. 8-10, and Appendix VI, Annex, pp. 49-51.
agencies and other international intergovernmental or non-governmental organisations to pursue activities in conformity with the objectives of the Centre"—it was clear from the feasibility studies carried out by the ILO that the fellowship component of ILO field projects was expected to provide a substantial part of the fellowship income and justify in itself the establishment of the Centre. Thus, in the first report submitted to the Governing Body on this subject, in March 1962, the following forecast of needs was made:

19. A preliminary review of the operational programmes to be carried out by the Organisation in the developing countries in 1963 in connection with the vocational and technical training and advanced training and staff of industrial undertakings at all levels indicates that these programmes alone would justify advanced training abroad for some 2,000 persons per year.

20. It is probable that at the beginning of 1963 the ILO will be operating with approximately 32 countries in carrying out productivity and management development projects, and it can be estimated that an average of 15 fellowships will be allotted to each country for management personnel at all levels, making a total of 480 fellowships. Another 20 countries will receive ILO missions in 1963 for the promotion of cottage or small-scale industries; six fellowships per country would enable 120 heads of small-scale industries to improve their qualifications abroad. It can also be estimated that in 1963 there will be eight or ten projects directed to the establishment of institutional departments and institutes for cottage industries, handicrafts and production co-operatives. To bring these departments and institutes into operation will doubtless involve giving further training abroad to about 100 officials at medium and senior grades.

21. In 1963 again there will in all probability be some 40 ILO technical projects of operation concerned with technical and vocational training, mainly the training of technicians, instructors and specialised operatives in large industrial undertakings. In connection with each of these projects about 10 advanced training fellowships might be awarded to technicians, foremen, instructors and skilled workers in classes I, II and III, making a total of 1,200 fellows, to estimate the needs of small-scale industries at this level of skill and responsibility, but it would seem that a minimum of 200 persons might take part in such advanced training courses.

22. One can thus put at a total of 2,000 the number of advanced training fellowships which would be granted under the Organisation's operational programmes from 1963 onwards. This, of course, does not mean that all the 2,000 would necessarily have to go through the international centre for advanced training. Furthermore, their fellows will not be attending the various advanced training courses at the same time; the duration of each fellowship will vary according to the nature of the programmes that are being held, and may range from a few weeks to one year, at the most. A rough estimate would suggest that approximately 800 to 1,000 fellows at any one time would be attending various advanced training courses to be organised. This figure, it would seem, is in line with the capacity of the Centre which could be established in the Turin buildings.

23. The international centre for advanced training, which would be set up to cater for 2,000 fellows when in full operation, would offer a series of between 60 and 80 advanced training courses each year, corresponding to different trades and industries, various functions within the undertaking and various levels of skill and responsibility. Those fellowships would be those of chief executives of firms or institutions, medium-grade executives and production managers, and junior managers and skilled production operatives. The programmes would be altered or adjusted from year to year in order to reflect any changes in the situation and the needs of the countries from which the fellows are drawn.

12. These forecasts were further refined in a document submitted to the Governing Body in November 1962. It was envisaged that an integrated training policy would be pursued by ILO technical services and the Centre, since the Centre would undertake the training of nationals of countries receiving ILO assistance in the establishment of national vocational training and management centres.

ILO technical units responsible for the development of such national centres would give the Centre guidance on the needs to be met within the framework of these activities. There would be interchangeability between the staff of ILO technical units and field projects and the staff of the Centre.

13. When the Governing Body's working party mentioned in paragraph 10 above first met, it was informed that the total number of fellowships awarded by the ILO in 1962, for vocational training and management development alone, was 843. An increase was expected as these programmes expanded in future years. The Italian Government had also offered 300 fellowships a year for the use of the Centre.

14. The Governing Body's working party recommended that during the first two years of operation the Centre should aim at training about 600 fellows a year. In the light of the Office's projections of its own needs, this figure should be rather easily reached and even exceeded.

First Four-Year Period, 1963-68

15. The Centre opened on 15 October 1963. The 1965 courses were all vocational training courses (directors of training and teaching centres; industrial drawing instructors; automobile mechanics; general mechanics and sheet-metal workers). In 1966 the emphasis continued to be on vocational training (advanced training for chiefs of national services and vocational training institutes; advanced training for instructors and technicians; individually designed special programmes; and a seminar on advanced training of instructors and foremen (Middle East Regional Seminar). In 1966 the first management courses were also organised (advanced training for managers of enterprises).

16. It soon became clear, however, that the assumption that there would be a regularly expanding ILO fellowship programme, on which the Centre would be able to draw in running its standard programmes, had been too optimistic, as is shown by the following table listing annual expenditure by the ILO on fellowships and study grants since 1963, the year in which the Governing Body decided to establish the Centre.

<table>
<thead>
<tr>
<th>Year</th>
<th>ILO fellowship expenditure (£)</th>
<th>Fellowship expenditure as percentage of total ILO expenditure on technical co-operation programmes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1963</td>
<td>1,082,000</td>
<td>7.15</td>
</tr>
<tr>
<td>1964</td>
<td>1,001,000</td>
<td>10.9</td>
</tr>
<tr>
<td>1965</td>
<td>643,000</td>
<td>6.7</td>
</tr>
<tr>
<td>1966</td>
<td>1,008,000</td>
<td>5.6</td>
</tr>
<tr>
<td>1967</td>
<td>1,743,000</td>
<td>8.4</td>
</tr>
</tbody>
</table>

Source: Reports of the Director-General (Part II) to the International Labour Conference, 1964-66.

17. Expenditure fluctuated sharply from year to year. In the first full year of the Centre's operations (1966) fellowship disbursements were more than 60 per cent above the 1963 figure, but in the following year they dipped below the 1963 figure. Similarly, fellowship expenditure as a percentage of total ILO expenditure on technical co-operation programmes fluctuated regularly from a peak of 10.9 per cent in 1964 to the lowest figure of 5.6 per cent in 1967.

18. Since the opening of the Centre the ILO has made available roughly 50 per cent of its total fellowships each year, as may be seen from the following table:
While the Governing Body, when it had decided to establish the Centre, had adopted a target of 600 fellows a year, it is quite clear that in the first years of its existence the Centre obtained nothing like the volume of business from ILO funds delineated for it. The Governing Body, having adopted this target, had envisaged that the Centre would receive about $15 million in the four-year period (1969-72) from ILO fellowships and similar contributions to the budget of the Centre.

20. The Centre has received $110,000 a year for fellowships financed by the Italian Government. This was also well below the level of aid that the Centre had planned to receive the three fellowships a year from the Italian Government which had been envisaged when the Governing Body decided to establish the Centre.

21. Faced with inadequate fellowships from the two major sources anticipated at the time of its establishment and unable to utilise rationally those that it did receive, the Centre had to widen the basis of financial support by diversifying its activities. There was increased contact with international and regional organisations, financial institutions and private bodies involved in development activities. Consideration was given to using the Centre for the needs of industrialised as well as developing countries, particularly in the field of management training. The Centre came to be increasingly used for symposia, seminars and expert meetings involving international and non-governmental organisations.

22. Against this background of uncertain and precarious finances the new Director of the Centre launched an intensive review, which continued through 1968-69, of the role which the Centre could play in the international arena.

23. In March 1968 the Board of the Centre, which had been reconstituted by amendment of the Statute to include members of the World Industrial Conference, unanimously approved the management and technical training programmes proposed by the Director for the second four-year period (1969-72).

24. With respect to technical training, the Board reaffirmed that advanced technical training of instructors and foremen should remain a basic element of programmes, priority being given to the training of trainers.

25. While it was understood that the Centre should continue to cater primarily for the needs of the developing countries, the Board agreed that it should be used as a means of extending management training to industrialised countries with different economic and social systems to study management problems and their solution.

26. The ILO Governing Body endorsed the above principles, and the programmes of the Centre have been gradually reoriented in consequence.

27. In the first place, programmes for advanced technical training in operative skills have been given lower priority, as the development of national training institutions in developing countries over the past few years has made this type of training more economical on the spot than at the international level.

28. Secondly, a new type of project has been developed whereby instead of technical assistance being provided for the development of a complete industrial unit, assistance is given in the form of plans of operation for projects requested by governments from the UNDP. Thus the ILO, as executing agency, has been awarded a number of "mini-projects" which provide for the development of a small group of fellows to receive advanced training in the Centre. This allows for more economical use of the Centre's facilities.

29. Thirdly, it was decided to establish a joint ILO/UNESCO research section in the Centre to develop a programme in respect of the methodology of training of technicians in developing countries. Resources were provided for this purpose by both ILO and UNESCO.

30. Another measure designed to strengthen the capacity of the Centre to identify and meet priority needs was the constitution of the Advisory Board on Programmes. The Advisory Board comprises members appointed by the Board of the Centre for their competence in questions of advanced technical training, representatives of international organisations of a universal or regional character, and personalities from circles of higher learning.

31. Finally, steps have been taken to strengthen the organic links between the Centre and the ILO's technical and field services.

The Outlook for the Future

32. The Centre has progressed considerably since the difficult initial period of launching this complex organisation. The decision of the ILO Governing Body to reconstitute the Board of the Centre to include most of the States of chief industrial importance was clear evidence of general support for the objectives of the Centre and programmes. The Board of the Centre, in continuing their plans of operation for projects requested by governments, has been defined more clearly and stabilised; the staff has been reinforced in quality and numbers. The administrative organisation has been developed; fellows from the Centre have attested to the usefulness of the courses given and have made the facilities and programmes of the Centre better known on return to their own countries; ILO experts and field offices are beginning to consider the possibilities of using the Centre for advanced training.

In short, the uncertainty of the early years is being replaced by an image of purposeful competence. This transformation is confirmed by the fact that the Governments of the United Kingdom and the Federal Republic of Germany have recently decided, despite earlier reluctance, to make substantial contributions to the budget of the Centre.

33. Moreover, the needs of the ILO which the Centre was designed to meet have continued to grow. Expenditure on ILO technical assistance projects has increased from $10 million in 1962 to some $25 million in 1969. The management development and vocational training projects continue to account for about 50 per cent of this expenditure. A recent survey of ILO/UNDP projects which were under development but not yet at the stage of formal submission indicated that about 50 per cent of the projects probably will have been financed by the UNDP until 1972, the last year for which reliable estimates could be made.

34. Over the longer term the accelerating pace of technological change and the growing gap in production capacity between a small group of affluent nations and the many developing countries will lead to substantial expansion of development aid. Furthermore, there is evidence that bilateral and private aid will be increasingly channelled through multilateral institutions, in particular the United Nations and its specialised agencies. A great deal of this aid will go to education and training, since technical and managerial know-how is the key to development.

35. The rate of technological change coupled with rapid population growth will, moreover, require a higher premium on technical and managerial skills in the future. The Administrator of the UNDP, in a report on future needs of pre-investment activity submitted to the Governing Council in 1967, expressed great concern with respect to present and future shortages in the supply of experts and questioned the adequacy of the traditional system of on-the-spot training by teams of senior experts to meet individual needs. He indicated that "a systematic analysis of the counterpart components of projects in this field (the building of institutions) reveals that the requirements for a professional assumption of training responsibilities have been underestimated. The fellowship component of Special Fund projects is clearly insufficient in scope and in time ".

36. Furthermore " in the field of human resources, a more systematic approach to the manpower problem is a necessity not only inocomparable to the development programme but also within the international one for obvious reasons of regional co-operation and the determination of overall targets. It can be expected that an ever-increasing number of requests will be forthcoming for assistance based on the use of the most sophisticated tools of data-collecting and processing, as well as on the clearly felt need for the training of middle-level cadres for census operations ".

37. The ILO is responding to the need for a more systematic approach to the manpower problem by developing its World Employment Programme. The Centre will be an integral part of the strategy of the United Nations family of organisations for the Second Development Decade. Under this Programme recommendations will be made with the objective

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37. Ibid., para. 22, p. 21.
of increasing productive employment at national, sub-regional and regional levels in the developing world. It is a first attempt at truly world-wide planning in the field of human development through the adoption of appropriate training and other policies.

38. The World Employment Programme will lend impetus to a more comprehensive approach to the planning and execution of technical assistance activities at the national and international levels.

39. There is therefore scope for the Centre to make a direct contribution to the World Employment Programme, of which management and technical training will be important components. Arrangements have now been made between the ILO and the Centre to ensure that this contribution will be forthcoming.

**Appendix 2**

**Technical Training at the Centre**

1. Vocational training institutions for adults and technical training institutions for youth are already established or in process of establishment in many developing countries, and in some cases they have reached a high level of effectiveness. In many of these, however, the nature of training which they have to work require considerable redesign and extension of this training at the international level is diminishing.

2. The academic training of engineers and scientists is also well established in many countries.

3. The technical training of adults to meet the specific needs of industry in developing countries is, however, deficient. Educationists have focused mainly on the adjustment of training systems in developed countries to the modern technological needs of modern industrial societies. Little attention has been paid to the problems of training technicians and engineers in developing countries. The technical training provided in developed countries presupposes a technological environment which supports technological specialisation and can therefore justify specialisation in technical training. The technical training required in a developing country must face quite different technical realities, and training methods must be adapted accordingly.

4. In certain developing countries one finds sophisticated modern technologies (e.g. in the petroleum, mining and chemical industries) and widely practised traditional craft-based technologies. The state of technology may vary widely within and between industries, while the industrial structure will be composed largely of medium, small and sometimes very small industrial units. Some industries may be competitive internationally; others may receive considerable government assistance and protection. In other words, the economic and social structure of developing countries are technologically heterogeneous.

5. The strategy of development in such countries is often determined more by political than by economic goals. Thus in some countries social welfare is likely to be more important than technological progress. Imported technology and training may be oriented to the political alliances of the country concerned. In technical assistance projects emphasis is sometimes laid on a high local component in production, and therefore also in purchasing and other activities.

6. Limited choice of materials, equipment and labour is also a characteristic of developing countries.

7. The training systems of industrialised societies have not been designed to take account of such technical, political and economic factors. They cannot be transferred without adaptation to newly industrialised or industrialising societies. Although technicians in developing countries usually operate machines and equipment produced in and for a sophisticated industrial environment, they must do so with redesigned products and components and with materials quite different from those for which the production process was originally designed. The maintenance and therefore the performance, of equipment is often below standard. While such technicians are not concerned with the original design processes, they experience problems which they have to work considerable redesign and adaptation of machines and production processes.

8. Moreover, the cultural and social environment of some developing regions is more resistant to technological innovations and hence to economic development than that of highly industrialised societies, where innovation is recognised as a key factor of growth.

9. The technical training programmes of the Centre have had to be considerably reoriented, and will continue to be adjusted, in order to meet more adequately than traditional programmes the conditions typical of developing countries.

10. Training in operative skills, for example, has more recently been designed for or under development in industrialised countries than during the first four years. It will be maintained to meet the needs of countries where national vocational training facilities are not yet established. But the number of such countries is diminishing. Over the priority to the ILO's own work in the past decade to establish a world-wide network of national training centres. On the other hand the Centre is well equipped to organise training in the operative skills where new technologies call for substantial retraining of adults in crafts (in the ceramics, woodworking and construction industries, for example).

11. A salient feature of the technical programmes which are now being produced or are under development is that they concentrate on job orientation and problem orientation rather than craft skill or academic discipline. In this respect the Centre is a pioneer, forging an essential link between the established training systems of industrialised countries and the new schemes of the developing countries.

12. A sound basis for programme development was laid by the establishment at the Centre of a joint ILO/UNESCO research unit which is currently doing research on the methodology of training of technicians in developing countries. The programme is co-ordinated by ILO and UNESCO and its programme is coordinated with the research work of both organisations.

13. In March 1968 the Board of the Centre reviewed the question of emphasis for training for which the Centre should cater and decided that priority should be given to the advanced training of vocational and technical training instructors and trainers. These persons in turn are to provide technical training mainly for trainers. These trainers are either: instructors giving training to apprentices, adult workers, or other instructors; or foremen or supervisors who, besides their technical duties, are required to provide or implement training schemes for their workers at all levels.

14. The technical emphasis in both electrical and mechanical subject programmes is on maintenance and repair. The curricula followed in all technical programmes is oriented to the solution of problems and geared to the common needs of developing countries. To meet the individual needs of the fellows, separate problem-solving exercises within the syllabus are included in all courses.

15. The fellows study technical subjects, not in isolation, but as parts of a total environment, and they consider, among other things: economic influences; management relationships; the motivation and behaviour of working personnel; technical comparisons of alternative productive or repair methods; resources, particularly available materials; and the adaptation of ideal methods to imperfect conditions and situations.

16. The general objective is to provide the technician with an appreciation of technology as applied in everyday situations, and the purpose of the practical training and laboratory work is to get theoretical knowledge into practice, not to produce craftsmen.

**Methodology**

17. The methodology followed is evolving continuously, with the aim of developing an organisational method for technical instruction at an over-all cost lower than that of traditional teaching systems and producing an acceleration in the rate of learning.

18. A technician from a developing country may be required to teach, repair, or manufacture in a heterogeneous industrial society. Thus it will probably not be concerned only with, say, metal products and the standard metal processes of the engineering industry; he may also be employed in the manufacture of textiles, pharmaceutical products or foodstuffs, or in petroleum refining. For these reasons, the content of the present course concentrates on both the study of interacting systems and project work oriented to the solution of problems.

19. In the first phase of the development of technical programmes at the Centre, attempts were made to devise teaching methods to meet the various needs of the fellows. These methods followed traditional patterns until it was realised that special attention should be given to project work, which has formed part of all technical programmes since early 1968.
20. This methodology was endorsed by the UNESCO International Conference on the Trends in the Teaching and Training of Engineers (Paris, 9-13 December 1968), which concluded that an important element of effective engineering education should be various types of work projects which enable a student to come into more direct contact with the practical realities of industrial activity: the design of engineering projects for development companies while aiming at a high level of theoretical instruction, should include provision for an adequate practical orientation; in all cases, the curriculum should include those studies, reports and projects, both experimental and analytical, which would provide emphasis on creative design and an opportunity to demonstrate capability through project activity. Consideration of the specific needs of particular countries in the improvement of faculty staff, it would be desirable to establish an independent international retraining exchange centre for engineering teachers and instructors.

21. The emphasis is therefore on the postulation and solution not so much of "perfect" problems as of problems in an imperfect technological and social environment. The behavioural sciences assume an important role in course content and methodology. Training is oriented to conditions which require the redesign of products and processes, the adaptation of materials and equipment, maintenance, installation and conversion.

22. The technical programmes are organised for groups of twenty-four students. These groups are small, considering the physical facilities available, and it is suggested that more students could be admitted to each course (say, up to thirty-six) in order to spread fixed costs over a greater number of students. This would call for strict standards of selection, for example by recourse to standard tests, to prevent bigger classes from leading to lower standards.

Conclusions

23. Although there may be scope for reorientation of established training centres in the way outlined above, because of their number and heterogeneity it would be a long, uneven and expensive process. The Centre is a unique institution which enjoys unique opportunities in the training field. It has built up a faculty which combines academic and technical skills acquired in different industrialised societies and therefore can advise countries caring about the conditions in developing regions. Most of the staff have wide experience in technical assistance work in the field, and the ILO or other institutions providing assistance. They are in constant contact with fellows from the widest possible range of cultural, social and technological environments who stimulate a fruitful exchange of experience and ideas.

24. Training methodology is clearly more responsive to broad changes of technological change in an international centre of this kind than at the national or local level (the Centre is currently organizing programmes in training methodology, the management of vocational training, and national planning of vocational education).

25. In one respect the Centre plays a vital role which is not assumed by any other national or international technical training institution, namely the organisation of special programmes to relieve strategic bottlenecks in particular countries or industries. These programmes can be organised at short notice by engaging short-term personnel from the many technical training institutions and industrial enterprises with which the Centre, as an international institution, keeps in close touch. Tailor-made programmes are naturally expensive, but the cost has to be measured in the light of other possibilities. Often the only other possibility is for strategic bottlenecks to persist because national institutions cannot mount adequate crash programmes.

26. Finally, as the site of an international centre for advanced technical training Turin has, after all, the same advantages now as when the Governing Body decided to establish it, close as it is to ILO headquarters in Geneva and situated in a modern industrial complex near other European industrial areas with different cultural, economic and social characteristics. The Centre has established links with many industrial enterprises in Europe and elsewhere and a period of practical training forms part of all its programmes. It would be difficult to imagine more favourable conditions in which training programmes for developing countries working locally. In recent years they have also engaged in consultancy activities. The latter are now growing rapidly, so that in many countries training has become an adjunct to consultancy rather than the reverse.

APPENDIX 3
MANAGEMENT TRAINING AT THE CENTRE

1. The management training programmes of the Centre provide a complement at the international level to the training activities of the ILO at the national level.

2. Intensive action by the ILO in the field of management development is being pursued in 20 countries. The Centre has been providing support to the ILO in this field for the past ten years; today the ILO is providing major assistance of this kind in over forty different countries. In the large majority of cases the foreign exchange investment and costs are funded by the UNDP, and the local funding is assured by governments.

3. The principal form of action has been and remains assistance in the establishment of management development institutions in the countries concerned. That is to say that "institution building" has been the ILO's major goal. Over the past ten years the ILO has provided major assistance in setting up institutions in such countries as Poland, Pakistan, Malaysia, Iraq, Korea, Cyprus, Iran, Kenya, Jamaica, Venezuela and Chile.

4. The principal method of operation has been the assignment of international experts to work in conjunction with national specialists in each country so that the international contribution is directly multiplied. On an average, there are two or three national specialists working in direct collaboration with each expert.

5. These institutions have been largely concerned with providing training and advice for senior and middle-level managers. Although there has been a much broader emphasis on development through social processes.

6. The areas in which these institutions have operated have been, and continue to be, on training for improved productivity. With the extension of activity into the general management field a large demand has arisen at top-management levels. At the level of the supervisor and foreman the emphasis has been, and continues to be, on training for improved productivity.

7. The levels served by these institutions range from foreman and supervisor to chief executive. The main demand has come from middle and senior management levels. However, from the younger, relatively well educated managers. With the extension of activity into the general management field the emphasis has been placed on productivity in earlier years and has continued up to the present because of the practical needs in countries.

8. Many of these institutions (management development centres, productivity centres, small industry services) are now viable and the substantive assistance of the ILO has ceased. In these countries the primary emphasis was on productivity assistance, but the emphasis is on management development. The functional approach grew out of the emphasis placed on productivity in earlier years.

9. It is within the above context that the management activities of the Centre can best be viewed and understood. Today it offers a range of twelve-week residential programmes for senior and middle-level managers in:

- General management: executive development; management control and information technology; management of the medium-sized enterprise.
- Marketing management: management of export marketing; management of marketing operations; management of tourism.
- Production management: management of maintenance; management of materials; management of production operations.
- Personnel administration: management of personnel administration services; management of industrial relations.
- Management accounting: management of accounting services; management of finance and investment.

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11. In addition to this standard range, the Centre also conducts special programmes for, or in conjunction with, such international organisations or agencies as UNESCO, the International Atomic Energy Agency, ILO, the United Nations Conference on Trade and Development (UNCTAD), the International Labour Office (ILO), and the following organisations or agencies: the International Atomic Energy Agency, UNCTAD/GATT, and the European Free Trade Association (EFTA) and the governmental Committee for European Migration; for example it recently completed a five-week programme for the EEC, "Aid to the Development of Training", which was specially designed for training officers and directors from mining and metallurgical enterprises in Africa and Latin America. In 1968 it conducted, in conjunction with the International Labour Office (ILO), a programme entitled "Export Marketing for Brazil" for which funds were provided by the United Nations Development Programme.

12. In its short history the Centre has played a pioneering role in developing management education to the training needs of the developing countries. The main features of the training policy developed by the Centre are reflected in: the environmental orientation of the subject matter and methodologies, particularly the extent to which differences in cultural, social, economic, technological, educational and physical elements are taken into account; the job orientation of the subject matter and methodologies, particularly the heavy emphasis on the acquisition of job competence and operational flexibility (or versatility) as a foundation for future changes of job or changes in job requirements; the stress laid on the development of "strategies for the possible" and of realistic expectations of the future in the field concerned; the international perspective introduced into the subject matter, e.g. views of practices applied in different countries in terms of their stage of economic and industrial development and their environmental heritage and differences; the attention paid to the ways of developing personal resilience to ensure effective action on return to the developing country and in the future, when value reformation will probably be a continuing process.

13. This evolution of training policy is the result of careful observation of the conditions which characterise developing countries, such as, shorter planning and investment horizons in conditions of political insecurity or economic stringency; control insecurity or economic stringency; control of larger inventories as a buffer against political and economic instability; and examples of accounting infrastructures and delegated practices in fields such as budgetary control and its implicit assumptions about the social and even physical conditions of North America, while the experience gained by professors from industrialised countries during assignments at the Centre will facilitate the development of a cross-cultural approach to management research and teaching in the established schools of advanced countries.

Appendix 4

FINANCIAL CIRCUMSTANCES IN WHICH THE CENTRE WAS ESTABLISHED AND HAS SINCE DEVELOPED

A. Initial Capital Requirements

1. Following the growth of ILO technical assistance activities in the nineteen fifties, the world-wide awareness of a growing need for advanced technical and vocational training facilities was amply demonstrated in 1960 and 1961 by discussions and resolutions of the International Labour Conference (1960 and 1961 sessions) and by ILO regional conferences in Africa (1960) and the Americas (1961).

2. The Italian Government had been closely associated in the nineteen fifties with the development of technical cooperation throughout the United Nations and it had made labour the keynote of the celebration of the first centennial of Italian unity. Against this background the Government had evolved the idea of offering the Centenary Exhibition buildings in Turin for use in a large-scale vocational and technical training project, essentially for the benefit of workers from the developing countries. A preliminary survey by the ILO led to the suggestion that the Exhibition buildings would be ideal for housing an international centre for advanced technical and vocational training which would respond to the pressing needs mentioned above.

3. The Italian Government then offered the buildings to the ILO and undertook to have them converted for use as a training centre. This offer was placed before the ILO Governing Body at its 154th Session (March 1963), and by ILO regional conferences in North America, while the experience gained by professors from industrialised countries during assignments at the Centre will facilitate the development of a cross-cultural approach to management research and teaching in the established schools of advanced countries.

16. In other respects, however, the Centre is seeking to break new ground because of its concern to develop methods of teaching and learning which will enable programme participants to work effectively when they return to their own jobs in developing countries.

B. Operating Funds

6. It was planned at the outset that the Centre’s operations should be financed entirely by voluntary contributions from governments, international organisations and other sources. It was also proposed by the Director-General of the ILO that the funds necessary to finance the Centre’s operations should be secured sufficiently in advance to assure its continuing operation for a number of years.

7. In the early stages (1962) of the preparatory studies of the projected activities of the Centre, it was estimated that its optimum capacity would be about 2,000 fellowships a year. This corresponded roughly to the foreseeable advanced training requirements of the operational programmes to be carried out by the ILO in the developing countries in 1963.

8. At that time it was expected that the residential facilities of the proposed Centre would be capable of accommodating a firm assumption of approximately 800 fellows for that year. In the light of the estimated advanced training needs, the operating plans provided for a fairly rapid increase in the number of fellowships to be handled annually, the expected optimum capacity of the Centre to be reached in the fourth year of operation. The planned build-up in the number of fellowships and the related estimates of the operating funds required were as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Participants</th>
<th>Operating Budget</th>
<th>Technical and Teaching Equipment</th>
<th>Constitution of a General Reserve Fund</th>
</tr>
</thead>
<tbody>
<tr>
<td>1964 (9 months)</td>
<td>900</td>
<td>$3,228,000</td>
<td>$40,000</td>
<td>$300,000</td>
</tr>
<tr>
<td>1965</td>
<td>1,592</td>
<td>$5,631,000</td>
<td>$250,000</td>
<td>$300,000</td>
</tr>
<tr>
<td>1966</td>
<td>1,962</td>
<td>$5,394,000</td>
<td>$50,000</td>
<td>$300,000</td>
</tr>
<tr>
<td>1967</td>
<td>2,000</td>
<td>$5,753,000</td>
<td>$50,000</td>
<td>$300,000</td>
</tr>
</tbody>
</table>

9. The Governing Body of the ILO, at its 153rd Session (November 1962), appointed a working party to examine all aspects of the proposed Centre. The working party met in January 1963 and took note of the financial conditions which the Director-General considered should be satisfied before financial commitments were entered into for the Centre’s operations, namely that half the funds required for the first year’s operations should be in hand six months before the opening date and that there should be firm assurances that the Centre on an adequate scale would be available for at least the first four years. A number of members of the working party stressed the importance of ensuring a satisfactory financial basis for the Centre by the time the first fellows arrived. There were indications that funds for a substantial number of fellowships would be forthcoming, but there was at that time no firm undertaking in regard to cash contributions from governments other than that of the Italian Government, which was for approximately $7,177,000 over a period of ten years.

10. In the light of the financial and other practical considerations affecting the complex organisational problems of the Centre, it was considered practicable to draw up formal estimates for the fellowships budget for the first two years of operations. The Governing Body was informed of the position at its 162nd Session. By that time the total contributions promised in the form of cash and equipment amounted to $6,100,000, as compared with the estimated requirements of $6,100,000 for the first four years of operation. The estimated contributions pledged to the Centre amounted to $5,555,985, as compared with the total contributions promised in respect of the first four years of operations which amounted to $5,555,985. It was estimated at approximately $6,100,000. The Governing Body decided at its 162nd Session to open the Centre on 12 May 1965 and to use the first two years of operation to raise the income necessary to finance the operations of the Centre on an adequate scale.

11. At the 159th Session of the Governing Body (June 1964), the Financial and Administrative Committee was informed of the position regarding the financial arrangements and the Centre. The Committee decided that for the first four years of operation had been further revised in the light of the Centre’s financial requirements and the commitments and offers of support from governments and from various organisations in the form of cash contributions, equipment and fellowships, and in the light of the expectations of training requirements for persons from the developing countries in the first few years.

12. It was decided at that time to divide the financing of the Centre’s activities into two budgets, an operating budget and a fellowships budget, the latter to cover expenditure directly related to fellows (travel, board and lodging and incidentals) and the income required for this purpose. The operating budget would cover all other costs of the Centre, including the purchase and upkeep of equipment and a series of annual payments to build up a General Reserve Fund. The operating budget estimates for the period planned amounted to a total of $6,100,000, divided as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>US dollars</th>
</tr>
</thead>
<tbody>
<tr>
<td>1965</td>
<td>1,435,000</td>
</tr>
<tr>
<td>1966</td>
<td>1,635,000</td>
</tr>
<tr>
<td>1967</td>
<td>1,360,000</td>
</tr>
<tr>
<td>1968</td>
<td>1,600,000</td>
</tr>
</tbody>
</table>

13. The fellowships budget estimates for the first year amounted to $985,450 and were designed to cover the cost of 410 fellowships in the full year. It was not considered practicable to draw up formal estimates for the fellowships budget for the third succeeding years, but the Governing Body was informed that with the opening staff envisaged under the operating budget it would be possible to handle up to 600 fellowships in 1965, 700 in 1966, 800 in 1967 and 900 in 1968, subject to the necessary funds being available.

14. On the basis of this information, the Governing Body, at its 159th Session (June 1964), the Technical and Administrative Committee of the International Labour Organisation officially to open the Centre. The programme of subscriptions, for the first four years of operation, was estimated at $2,868,060 (Italy: $816,000; twenty-nine other sources: $1,052,030).

15. In the meantime, work proceeded on the conversion of the Exhibition buildings for the use of the Centre. The conversion and equipping of the premises had reached an advanced stage by May 1965, when the Governing Body was informed of the position at its 162nd Session. By that time the total contributions promised in the form of cash and equipment amounted to $5,555,985, as compared with the estimated requirements of $6,100,000. The first four years of operation.

16. In view of the advantages of beginning operations as early as possible since material preparations had been virtually completed, revised budget estimates were prepared for the first four years which provided for a somewhat more gradual start than had earlier been planned by limiting the number of training sectors, at least during the first two years of operations. According to these revised budget estimates the total figure required for the first four years of operations was $5,555,150, as compared with the estimated requirements of $6,100,000. The Governing Body decided at its 162nd Session to open the Centre on 12 May 1965 and to use the first two years of operation to raise the income necessary to finance the operations of the Centre on an adequate scale.

17. On this basis the financial requirements to be met before a decision could be taken formally to open the Centre had been fulfilled. The first payment of $717,000 was made on 12 May 1965 and the second payment of $717,000 was made on 12 May 1965 and was expected to be paid at an early date.

1See Minutes of the 159th Session of the Governing Body, fifth sitting, p. 39, seventh sitting, p. 57, and eighth sitting, p. 62.


3See Minutes of the 159th Session of the Governing Body, fifth sitting, p. 39, seventh sitting, p. 57, and eighth sitting, p. 62.
18. The contribution of the Italian Government was received on 30 June 1965 and the Centre was officially opened on 15 October 1965.

19. Through the documentation submitted to the Governing Body and communications from the Director-General of the ILO, governments and other interested parties had been kept fully informed of the estimated financial requirements of the Centre for the first four years of its operation. They had also been given sufficient time to determine whether they would be prepared to make a contribution towards the financing of the Centre. At the 162nd Session of the Governing Body (May 1965) disappointment was expressed by some members at the fact that very few governments had so far pledged substantial contributions. This was particularly disappointing since the decision of the Governing Body in March 1963 to establish the Centre on the basis of financing exclusively by voluntary contributions had been taken without any contrary vote being cast.

20. The following table illustrates the rate at which promises to make cash contributions to the Centre were made during the years preceding its official opening:

<table>
<thead>
<tr>
<th>Period</th>
<th>Amounts promised US dollars</th>
<th>Number of contributors</th>
<th>Cumulative total promised US dollars</th>
</tr>
</thead>
<tbody>
<tr>
<td>March 1962 - Decem</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ber 1963</td>
<td>816,900</td>
<td>2</td>
<td>816,900</td>
</tr>
<tr>
<td>1st quarter 1964</td>
<td>500</td>
<td>1</td>
<td>866,900</td>
</tr>
<tr>
<td>2nd</td>
<td>123,950</td>
<td>3</td>
<td>990,850</td>
</tr>
<tr>
<td>3rd</td>
<td>230,000</td>
<td>4</td>
<td>1,220,850</td>
</tr>
<tr>
<td>4th</td>
<td>394,000</td>
<td>8</td>
<td>1,614,850</td>
</tr>
<tr>
<td>1st 1965</td>
<td>57,000</td>
<td>8</td>
<td>1,671,850</td>
</tr>
<tr>
<td>2nd 1965</td>
<td>57,000</td>
<td>6</td>
<td>1,728,850</td>
</tr>
<tr>
<td>3rd</td>
<td>41,200</td>
<td>4</td>
<td>1,769,850</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td>1,769,850</td>
</tr>
</tbody>
</table>

Of the thirty-eight contributions promised, only two were really substantial, namely those promised by the Italian Government ($2,868,000 for the first four years) and by the French Government ($816,000). The formal promise of the French Government was made on 6 November 1963 and that of the Italian Government on 24 October 1964. It will be seen from the above table that apart from these two contributions the financial support pledged during the period preceding the official opening of the Centre was very meagre. In particular, there was a marked absence of financial support from a large number of the major industrialised countries.

C. Financial Circumstances in Which the Centre Functioned in the Initial Four-Year Period of Operation

21. The Centre was officially opened on 15 October 1965 and between then and the end of the year four training courses were started with a total of 102 participants. Total cash income under the 1965 operating budget amounted to $1,037,824, against which expenditure of $276,130 was incurred. The balance of $761,694 was utilised to establish the General Reserve Fund. From the purely financial standpoint this was a very satisfactory beginning in that it was possible to constitute at such an early stage a relatively important reserve to meet possible future working capital requirements. This situation arose, however, mainly because the financial conditions laid down for the Centre's opening were not met until much later than had been anticipated. Consequently, the cash contributions received in 1965 had to finance only two-and-a-half months' activity.

22. The annual accounts of the Centre for each of the first three full years of operation show the following total annual income and expenditure:

<table>
<thead>
<tr>
<th>Year</th>
<th>Income Budget US dollars</th>
<th>Actual US dollars</th>
<th>Expenditure Budget US dollars</th>
<th>Actual US dollars</th>
</tr>
</thead>
<tbody>
<tr>
<td>1966</td>
<td>2,636,630</td>
<td>2,636,630</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1967</td>
<td>2,595,910</td>
<td>2,595,910</td>
<td></td>
<td>2,173,265</td>
</tr>
<tr>
<td>1968</td>
<td>2,319,386</td>
<td>2,319,386</td>
<td></td>
<td>2,389,344</td>
</tr>
</tbody>
</table>

23. The figures in the above table represent the totals of the operating and fellowships budgets, as it was found more practicable in 1968, in the light of the first two years' experience, to consolidate the operating and fellowships budgets into a single budget. It will be seen that when the budgets for 1967 and 1968 were drawn up expenditure was expected to exceed income, but this was not the case. It was planned to finance the shortfall of income by withdrawals from the General Reserve Fund unless further contributions were forthcoming in the meantime. Such contributions did not materialise.

24. It will thus be seen that the Centre's activities, in terms of the number of fellowships handled annually, grew steadily during the initial four-year period, reaching the levels originally estimated. The shortfall was due essentially to two factors. First, contributions in cash did not grow as had been anticipated over the first four years even in future years. The Italian Government, which between 1965 and 1968 contributed a large number of fellowships granted under the ILO's programmes of technical co-operation, fell considerably short of the original estimate. Cash contributions promised up to the date of the official opening of the Centre (15 October 1965) amounted to $4,742,110. This total stemmed from thirty-eight sources, of which thirty-five were governments. By comparison, cash contributions received during the first period running from 1965 to 1968 inclusive amounted to $4,533,903. These contributions stemmed from forty-three different sources, of which forty-one were governments.

25. The cash contributions received in 1968 amounted to $1,533,305, of which $749,111, or 48.6 per cent, were paid by two Governments only, those of Italy and France. Eight governments made individual contributions of $10,000 or more, amounting to $1,072,125, or 94.60 per cent of the total. It will thus be seen that even after four years of operations the Centre was almost entirely dependent for its operating funds on a very small number of governments, a situation which is highly unsatisfactory and indeed unhealthy for the future of the Centre.

26. Similarly, total cash contributions received during the four-year period 1965-68 amounted to $4,533,903. Of this total, the Italian and French Governments between them contributed $3,741,866, or 82.18 per cent, and only one government paid contributions of $40,000 or more, which together amounted to $2,283,280, or 94.07 per cent of the total contributions received.

27. As regards fellowships, it has already been mentioned that in the early stages (1962) of the preparatory studies of the projected activities of the Centre it was estimated that the Centre would be able to handle a maximum of approximately 2,000 fellowships a year and that this figure corresponded roughly to the foreseeable advanced technical training requirements of the operational programmes to be carried out by the ILO in the developing countries in 1963. In January 1963 the Governing Body working party on the Centre was informed that the maximum number of fellowships to be awarded by the ILO in 1962 in the fields of vocational training and management development alone was 853. An increase in this figure was expected as these programmes were being extended. The Italian Government had also offered 300 fellowships annually for the use of the Centre.

28. With these early indications, in the light of the anticipated level of cash contributions and of a number of other technical and practical organisational considerations, the Governing Body working party recommended in January 1963 that during the first two years of operation the Centre should aim at training approximately 600 fellows a year. One limiting factor was to be the size of the Centre, when completed, containing 430 single rooms, whereas the preliminary studies had led to an expectation that approximately 700 to 800 rooms would be available.

29. As the Centre's operations developed, it became apparent that the ILO was unable to place fellows in the Centre's training courses at anything like the rate originally thought feasible. At the first meeting of the Board of the Centre in March 1966, an ILO representative indicated that the Office would be able to provide the Centre with approximately 400 fellowships for that year. In fact the initial accounts of the Centre for 1966 show that 309 fellowships were granted by the ILO, a figure slightly below the $749,111 which this number decreased in subsequent years, as can be seen from the following table. The Italian Government also found itself
The fellows shown in the above table as having been financed by the General Reserve Fund of the Centre are fellowships for which there was a demand but no available source of finance other than the Centre's own funds.

30. The figures in the preceding paragraphs indicate the decline in the number of fellowships that the ILO was able to grant to the Centre under its UNDP-financed operations. As against the total number of 853 vocational training and management development fellowships awarded by the ILO in 1966, only 305 were granted to the Centre in 1966, 154 in 1967, 83 in 1968. The corresponding ILO payments to the Centre were $749,111 in 1966, $332,693 in 1967 and $91,005 in 1968.

APPENDIX 5

STUDY OF THE OPERATING COSTS OF THE CENTRE

1. When the present evaluation was made there were only three full years of operation on which to base a detailed study of the costs of the Centre, namely 1966, 1967 and 1968. These were all pioneering years, during which policies evolved, needs changed and training programmes were modified accordingly in the light of experience. It was therefore decided to confine the detailed study of costs to the year 1968, this being the latest available full year and that in which most of the costs were incurred. It is therefore probable that the figures presented here have been rounded off to the nearest whole number to have the least effect for the purpose of comparing present and projected future costs.

Costs of the Centre in 1968

2. The cost analysis for 1968 was made on the basis of a thorough examination of the final accounts for the year and of the various account books of the Centre. The total costs were divided into training costs, fellowship costs and overhead costs. Wherever possible, costs were allocated among the different categories on the basis of actual costs identifiable from the account books as being applicable to the respective categories. This method was applied to all staff costs according to the function of the individual staff members, and fellowships, and to buildings and services on the basis of space occupied. The balance of costs was allocated among the different categories on the basis of estimates.

3. The cost analysis for 1968 as shown in Table I of Annex 1 was reconciled with the audited accounts of the Centre for that year. In making this analysis, an amount of $41,005 was added to the actual expenditure figures. This amount represents reductions in the cost of certain air travel obtained in 1968 in quite exceptional circumstances. As it is not possible to foresee whether similar exceptional reductions will be obtainable in the future and if so on what scale (indeed it is possible that they will not be obtainable) it is considered prudent not to make allowance for them in the projection of future costs, and therefore to discount them in the 1968 analysis in order to obtain a more realistic comparison between present and estimated future costs.

4. The analyses of the total actual costs and the actual costs by type of course are to be found in tables I to VI of Annex 1.

5. Table I of Annex 1 contains the analysis, by type of costs, of the total activity of the Centre. Table II of Annex 1 gives the analysis of the total costs applicable to regular courses and seminars, after deduction of 1,909 attributable to extra-curricular activities, principally meetings organised by outside bodies. The total cost divided by the number of participant/days indicates a daily cost per participant of $42.43 per participant/day. The average number of days' training given per participant was 98.36, so that the average cost per course per participant amounted to approximately $4,877.

6. In order to arrive at an accurate analysis of the cost of regular training courses, it was considered desirable to extract from the figures in table II of Annex 1 the costs attributable to seminars, individual programmes arranged by the Centre and tutor projects, as the duration and financing arrangements for this type of activity vary and as the budget of the Centre is called upon to meet varying proportions of the costs of these activities. For example, the sponsors have provided some of the faculty and conference leaders, and most have arranged the travel and paid the travel costs of participants. The costs of these activities borne by the Centre are analysed in table III of Annex 1.

7. The costs attributable to the regular courses of the Centre are set out in table IV of Annex 1 and total $3,155,070, or 80 per cent of the total 1968 expenditure. Twenty-four courses were run, involving 442 participants with a total of 43,477 participant/days at an average cost of $49.58 per participant/day. The average number of days' training given per participant was 98.36, so that the average cost per course per participant amounted to approximately $4,877.

8. Twelve courses of approximately three months each in various management subjects were completed, involving 291 participants in 2,238 days at an average cost of $56.54 per participant/day. The average number of days' training given per participant was eighty-eight, so that the average cost per course per participant amounted to approximately $4,576. The detailed cost figures are shown in Table V of Annex 1.

9. Twelve technology courses, of an average total duration of twenty-four weeks, were undertaken during the year, involving 252 participants and a total of 21,439 participant/days at an average cost of $42.43 per participant/day. The average number of days' training given per participant was 98.36, so that the average cost per course per participant amounted to approximately $4,877.

Estimated Costs of the Centre in 1968 on the Basis of Assumed Maximum Fellow Participation. 10. The Centre started its activities with substantial physical resources but without sufficient financial guarantees to support the theoretical maximum utilisation of those resources. This meant that funds were not available to finance fellowships for the full complement of each course in practically all cases. This has resulted in costs per participant/day being higher than would have been the case if all courses had been operated at full participant strength. Accordingly, an attempt has been made to assess the 1968 costs situation on the basis of full participation. In 1968 was $4,976. The detailed cost figures are shown in Table VI of Annex 1.

11. In order to establish a projection of probable costs in 1971 (or for the academic year 1970-71), taking into account the change in the financial year of the Centre proposed by the Director), it has been assumed that the total
availability of funds for the year will be $5 million, as pro-
jected by the Director for a full year's operations, that the
theoretical maximum residential capacity of the Centre in
present circumstances will be fully utilised and that all
courses planned are fully attended. For this purpose, the
following programmes have been drawn up.

Number of fellows Man-

<table>
<thead>
<tr>
<th>Management</th>
<th>Mon months</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thirty management courses of three months, five in each of the six principal subject matters, with twenty-four participants in each course</td>
<td>720</td>
</tr>
</tbody>
</table>
| Twelve technology courses of six months, six to be run at one time with twenty-
seven participants in each course | 324 | 1 944 |
| Twelve seminar activities, on an average of one per month, with thirty-eight partici-
pants in each | 456 | 228 |

The resulting maximum number of residents at one time
would be as follows:

| Management | Mont-
|------------|months |
| Ten management courses, each with twenty-four parti-

cipants: | 240 |
| Six technology courses, each with twenty-seven partici-
pants: | 162 |
| One seminar activity with thirty-eight participants: | 38 |

Although the total of 440 exceeds slightly the number of rooms available, careful planning and utilisation of periods
of absence of fellows on training outside the Centre would make such an arrangement feasible.

12. The related cost estimates are set out in tables I to V of Annex 3. The projections are necessarily based on a
number of assumptions concerning cost increases, but
generally on a reasonably conservative estimate of the
expected increases in prices, salaries, travel costs, etc., over a period of approximately two-and-a-half years from 1968. The estimates also provide for such increases in the staff of the Centre as are considered essential in order to enable the larger number of courses to be held.

13. The following table shows side by side the daily costs per participant in 1968 compared with the estimated costs for that year on the basis of full participation in the courses held in 1968 and with the estimated costs for 1971. It also contains comparative figures for the costs per course. These comparative figures relate to the two main categories of regular training courses, i.e. management and technology.

<table>
<thead>
<tr>
<th>Year</th>
<th>Management courses</th>
<th>Technology courses</th>
<th>Total regular courses daily</th>
</tr>
</thead>
<tbody>
<tr>
<td>1968</td>
<td>56.54</td>
<td>4.976</td>
<td>42.43</td>
</tr>
<tr>
<td>1968 (full participation)</td>
<td>51.03</td>
<td>4.491</td>
<td>35.98</td>
</tr>
<tr>
<td>1971</td>
<td>47.76</td>
<td>4.203</td>
<td>33.68</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Cost of Advanced Technological and Management Training in Other Institutions.

14. The unique character of the Centre has made it difficult to compare its costs with those of other advanced
training institutions. A highly unusual feature of the Centre is the fact that its budget is not subsidised in any form.
The operating costs shown in the present analysis are the total costs. Items included in these costs which are found
almost nowhere else are travel costs between the Centre and distant parts of the world and travel within Europe
during training, interpretation costs, and daily allowances granted to fellows for incidental expenses.

15. It has also been found difficult to obtain precise data concerning the true costs of other institutions, since the
great majority of them are subsidised and the true operating
costs are not apparent from their scales of charges. Infor-
mation has been obtained on the fees charged by a large
number of institutions providing advanced training in
management, both in Europe and in North America. The
following table represents an illustrative list of charges
made by institutions for courses roughly comparable in
length with those of the Centre which provide board and
accommodation. These charges do not of course cover travel
costs, which vary substantially at the Centre according to
the country of origin of each fellow but which have been
estimated for 1971 at an average of $781 per participant;
this represents a daily cost per participant of $8.87 for a
three-month management course and $4.94 for a six-month
technology course.

<table>
<thead>
<tr>
<th>Institution</th>
<th>Duration of course</th>
<th>Fees</th>
<th>Fees per day</th>
</tr>
</thead>
<tbody>
<tr>
<td>(in US dollars)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Columbia University</td>
<td>6 weeks</td>
<td>2 500</td>
<td>59.52</td>
</tr>
<tr>
<td>Cornell University</td>
<td>6 weeks</td>
<td>2 300</td>
<td>32.38</td>
</tr>
<tr>
<td>Harvard University</td>
<td>13 weeks</td>
<td>3 725</td>
<td>40.93</td>
</tr>
<tr>
<td>(excluding weekend dinners)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Massachusetts Institute of Technology</td>
<td>9 weeks</td>
<td>4 500</td>
<td>71.43</td>
</tr>
<tr>
<td>Stanford University</td>
<td>8 weeks</td>
<td>2 750</td>
<td>49.10</td>
</tr>
<tr>
<td>Danish Employers</td>
<td>8 weeks</td>
<td>1 440</td>
<td>25.71</td>
</tr>
<tr>
<td>Confederation Centre</td>
<td>1 month</td>
<td>1 000</td>
<td>33.33</td>
</tr>
<tr>
<td>European Institute of Business Administration (INSEAD), Fontainebleau</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Research Fund of the Norwegian School of Economics (Administrativt Forskningsfond ved Norges Handelshogske), Bergen</td>
<td>11 weeks</td>
<td>2 030</td>
<td>26.36</td>
</tr>
<tr>
<td>Administrative Staff</td>
<td>11 weeks</td>
<td>2 250</td>
<td>29.22</td>
</tr>
<tr>
<td>College, Henley</td>
<td>10 weeks</td>
<td>2 250</td>
<td>32.14</td>
</tr>
<tr>
<td>London Polytechnic, International Management Development Institute (CEI), Geneva</td>
<td>8 weeks</td>
<td>1 500</td>
<td>26.78</td>
</tr>
<tr>
<td>(non-residential)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

16. The above figures, although relating to fees, may be compared with those in the following table, in which are set
out the 1968 costs and estimated 1971 costs of training at
the Centre, as shown in the table contained in para-
graph 13 above, less travel and interpretation expenses.

<table>
<thead>
<tr>
<th>Year</th>
<th>Management courses</th>
<th>Technology courses</th>
<th>Total regular courses daily</th>
</tr>
</thead>
<tbody>
<tr>
<td>1968</td>
<td>44.26</td>
<td>3 895</td>
<td>35.76</td>
</tr>
<tr>
<td>1968 (full participation)</td>
<td>39.17</td>
<td>3 447</td>
<td>29.47</td>
</tr>
<tr>
<td>1971</td>
<td>34.53</td>
<td>3 039</td>
<td>27.87</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
present circumstances. Nevertheless, it can be concluded from the above table and from that shown in paragraph 13 that the operating costs of the Turin Centre are by no means out of line with those of other management training institutions in industrialised countries. Indeed they appear to compare favourably with the probable operating costs of advanced training institutions in North America.

Annex 1

ACTUAL OPERATING COSTS OF THE CENTRE IN 1968
(WITH BREAKDOWN BY TYPE OF COURSE)

(in US dollars)

TABLE I: TOTAL ACTIVITY

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Total</th>
<th>Percentage of total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Training costs:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty salaries</td>
<td>297,777</td>
<td>12.00</td>
</tr>
<tr>
<td>Lecturers-collaborators</td>
<td>97,012</td>
<td>3.91</td>
</tr>
<tr>
<td>Other salaries</td>
<td>162,684</td>
<td>6.56</td>
</tr>
<tr>
<td>Interpretation, translation (freelance)</td>
<td>88,344</td>
<td>3.56</td>
</tr>
<tr>
<td>Other direct expenses</td>
<td>80,749</td>
<td>3.26</td>
</tr>
<tr>
<td><strong>Total expenses, excluding overheads:</strong></td>
<td>726,516</td>
<td>29.29</td>
</tr>
<tr>
<td><strong>Fellowship costs:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Travel and baggage allowances</td>
<td>366,024</td>
<td>14.76</td>
</tr>
<tr>
<td>Subsistence, books and sundry</td>
<td>540,502</td>
<td>21.79</td>
</tr>
<tr>
<td>Buildings and services</td>
<td>220,363</td>
<td>8.93</td>
</tr>
<tr>
<td><strong>Total expenses, excluding overheads:</strong></td>
<td>1,126,890</td>
<td>45.68</td>
</tr>
<tr>
<td><strong>Overhead costs:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Direction, promotion, research</td>
<td>203,459</td>
<td>8.20</td>
</tr>
<tr>
<td>Fellowship branch</td>
<td>174,328</td>
<td>7.03</td>
</tr>
<tr>
<td>Finance and administration</td>
<td>243,167</td>
<td>9.80</td>
</tr>
<tr>
<td><strong>Total costs:</strong></td>
<td>4,480,349</td>
<td>100.00</td>
</tr>
</tbody>
</table>

1 Includes Director of Studies, programme services, library, etc.

TABLE II

Course subject: Total Management, Technology and Seminars. Number of participants: 653. Total participant days: 53,186.

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Total</th>
<th>Participants costs per day</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Training costs:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty salaries</td>
<td>297,777</td>
<td>5.60</td>
</tr>
<tr>
<td>Lecturers-collaborators</td>
<td>97,012</td>
<td>1.82</td>
</tr>
<tr>
<td>Other salaries</td>
<td>162,684</td>
<td>3.06</td>
</tr>
<tr>
<td>Interpretation, translation (freelance)</td>
<td>88,344</td>
<td>1.66</td>
</tr>
<tr>
<td>Other direct expenses</td>
<td>80,749</td>
<td>1.52</td>
</tr>
<tr>
<td><strong>Total expenses, excluding overheads:</strong></td>
<td>726,516</td>
<td>13.66</td>
</tr>
<tr>
<td><strong>Fellowship costs:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Travel and baggage allowances</td>
<td>366,024</td>
<td>6.88</td>
</tr>
<tr>
<td>Subsistence, books and sundry</td>
<td>540,502</td>
<td>9.88</td>
</tr>
<tr>
<td>Buildings and services</td>
<td>220,363</td>
<td>4.26</td>
</tr>
<tr>
<td><strong>Total expenses, excluding overheads:</strong></td>
<td>1,117,943</td>
<td>21.02</td>
</tr>
<tr>
<td><strong>Overhead costs:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Direction, promotion, research</td>
<td>203,459</td>
<td>3.79</td>
</tr>
<tr>
<td>Fellowship branch</td>
<td>174,328</td>
<td>3.25</td>
</tr>
<tr>
<td>Finance and administration</td>
<td>243,167</td>
<td>4.53</td>
</tr>
<tr>
<td><strong>Total costs:</strong></td>
<td>4,480,349</td>
<td>40.25</td>
</tr>
</tbody>
</table>

1 Includes Director of Studies, programme services, library, etc.

TABLE III


<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Total</th>
<th>Participants costs per day</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Training costs:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty salaries</td>
<td>17,229</td>
<td>1.77</td>
</tr>
<tr>
<td>Lecturers-collaborators</td>
<td>17,172</td>
<td>1.55</td>
</tr>
<tr>
<td>Other salaries</td>
<td>23,897</td>
<td>2.46</td>
</tr>
<tr>
<td>Interpretation, translation (freelance)</td>
<td>3,692</td>
<td>0.38</td>
</tr>
<tr>
<td>Other direct expenses</td>
<td>3,375</td>
<td>0.35</td>
</tr>
<tr>
<td><strong>Total expenses, excluding overheads:</strong></td>
<td>60,905</td>
<td>6.27</td>
</tr>
<tr>
<td><strong>Fellowship costs:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Travel and baggage allowances</td>
<td>37,202</td>
<td>3.83</td>
</tr>
<tr>
<td>Subsistence, books and sundry</td>
<td>108,426</td>
<td>11.77</td>
</tr>
<tr>
<td>Buildings and services</td>
<td>21,934</td>
<td>2.26</td>
</tr>
<tr>
<td><strong>Total expenses, excluding overheads:</strong></td>
<td>167,562</td>
<td>17.26</td>
</tr>
<tr>
<td><strong>Overhead costs:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Direction, promotion, research</td>
<td>24,999</td>
<td>2.57</td>
</tr>
<tr>
<td>Fellowship branch</td>
<td>21,421</td>
<td>2.21</td>
</tr>
<tr>
<td>Finance and administration</td>
<td>29,879</td>
<td>3.08</td>
</tr>
<tr>
<td><strong>Total costs:</strong></td>
<td>76,309</td>
<td>7.86</td>
</tr>
</tbody>
</table>

TABLE IV


<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Total</th>
<th>Participants costs per day</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Training costs:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty salaries</td>
<td>280,498</td>
<td>6.43</td>
</tr>
<tr>
<td>Lecturers-collaborators</td>
<td>84,300</td>
<td>1.94</td>
</tr>
<tr>
<td>Other salaries</td>
<td>138,787</td>
<td>3.19</td>
</tr>
<tr>
<td>Interpretation, translation (freelance)</td>
<td>84,652</td>
<td>1.95</td>
</tr>
<tr>
<td>Other direct expenses</td>
<td>77,374</td>
<td>1.78</td>
</tr>
<tr>
<td><strong>Total expenses, excluding overheads:</strong></td>
<td>665,611</td>
<td>15.31</td>
</tr>
<tr>
<td><strong>Fellowship costs:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Travel and baggage allowances</td>
<td>328,822</td>
<td>7.56</td>
</tr>
<tr>
<td>Subsistence, books and sundry</td>
<td>417,140</td>
<td>9.50</td>
</tr>
<tr>
<td>Buildings and services</td>
<td>204,419</td>
<td>4.70</td>
</tr>
<tr>
<td><strong>Total expenses, excluding overheads:</strong></td>
<td>950,381</td>
<td>21.86</td>
</tr>
<tr>
<td><strong>Overhead costs:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Direction, promotion, research</td>
<td>176,822</td>
<td>4.07</td>
</tr>
<tr>
<td>Fellowship branch</td>
<td>151,567</td>
<td>3.48</td>
</tr>
<tr>
<td>Finance and administration</td>
<td>211,340</td>
<td>4.86</td>
</tr>
<tr>
<td><strong>Total costs:</strong></td>
<td>539,167</td>
<td>12.41</td>
</tr>
</tbody>
</table>

1 Includes Director of Studies, programme services, library, etc.
TABLE V


<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Total</th>
<th>Participant costs</th>
<th>Per day</th>
<th>88 days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training costs:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty salaries</td>
<td>153,240</td>
<td>6.05</td>
<td>612</td>
<td></td>
</tr>
<tr>
<td>Lecturers-collaborators</td>
<td>67,127</td>
<td>3.05</td>
<td>268</td>
<td></td>
</tr>
<tr>
<td>Other salaries</td>
<td>70,349</td>
<td>3.19</td>
<td>281</td>
<td></td>
</tr>
<tr>
<td>Interpretation, translation (free-lance)</td>
<td>70,864</td>
<td>3.22</td>
<td>283</td>
<td></td>
</tr>
<tr>
<td>Other direct expenses</td>
<td>64,771</td>
<td>2.94</td>
<td>259</td>
<td></td>
</tr>
<tr>
<td></td>
<td>426,351</td>
<td></td>
<td>1,703</td>
<td></td>
</tr>
<tr>
<td>Fellowship costs:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Travel and baggage allowances</td>
<td>199,626</td>
<td>9.06</td>
<td>797</td>
<td></td>
</tr>
<tr>
<td>Subsistence, books and sundry</td>
<td>204,537</td>
<td>9.28</td>
<td>817</td>
<td></td>
</tr>
<tr>
<td>Buildings and services</td>
<td>103,601</td>
<td>4.70</td>
<td>414</td>
<td></td>
</tr>
<tr>
<td></td>
<td>507,764</td>
<td></td>
<td>2,028</td>
<td></td>
</tr>
<tr>
<td>Overhead costs:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Direction, promotion, research</td>
<td>102,211</td>
<td>4.04</td>
<td>408</td>
<td></td>
</tr>
<tr>
<td>Fellowship branch</td>
<td>87,583</td>
<td>3.97</td>
<td>350</td>
<td></td>
</tr>
<tr>
<td>Finance and administration</td>
<td>122,164</td>
<td>5.54</td>
<td>487</td>
<td></td>
</tr>
<tr>
<td></td>
<td>311,958</td>
<td></td>
<td>1,425</td>
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<td>56.54</td>
<td>4,976</td>
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</tr>
</tbody>
</table>

1 Includes Director of Studies, programme services, library, etc.

TABLE VI

Course subject: Regular Courses. Number of courses: 24. Number of participants: 548. Total participant days: 54,361.

<table>
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<tr>
<th>Expenditure</th>
<th>Total</th>
<th>Participant costs</th>
<th>Per day</th>
<th>88 days</th>
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<tbody>
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<tr>
<td>Faculty salaries</td>
<td>153,240</td>
<td>6.04</td>
<td>516</td>
<td></td>
</tr>
<tr>
<td>Lecturers-collaborators</td>
<td>67,127</td>
<td>2.65</td>
<td>234</td>
<td></td>
</tr>
<tr>
<td>Other salaries</td>
<td>70,349</td>
<td>2.78</td>
<td>245</td>
<td></td>
</tr>
<tr>
<td>Interpretation, translation (free-lance)</td>
<td>70,864</td>
<td>9.28</td>
<td>817</td>
<td></td>
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<tr>
<td>Other direct expenses</td>
<td>64,771</td>
<td>2.55</td>
<td>224</td>
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<td></td>
<td>426,351</td>
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<td>1,480</td>
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<td>Fellowship costs:</td>
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<td></td>
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<td></td>
</tr>
<tr>
<td>Travel and baggage allowances</td>
<td>129,196</td>
<td>6.03</td>
<td>516</td>
<td></td>
</tr>
<tr>
<td>Subsistence, books and sundry</td>
<td>212,603</td>
<td>9.22</td>
<td>817</td>
<td></td>
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<td>Buildings and services</td>
<td>100,818</td>
<td>4.70</td>
<td>414</td>
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<tr>
<td></td>
<td>442,617</td>
<td></td>
<td>3,263</td>
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<tr>
<td>Total expenses, excluding overheads</td>
<td>681,877</td>
<td>31.81</td>
<td>5,026</td>
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<tr>
<td>Direction, promotion, research</td>
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<td>471</td>
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<td></td>
<td>227,720</td>
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<td>Total costs</td>
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<td>42.43</td>
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</tbody>
</table>

1 Includes Director of Studies, programme services, library, etc.

Annex 2

ESTIMATED OPERATING COSTS OF THE CENTRE IN 1968, ASSUMING FULL PARTICIPATION IN EACH COURSE (WITH BREAKDOWN BY TYPE OF COURSE) (in US dollars)

TABLE I


<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Total</th>
<th>Participant costs per day</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training costs:</td>
<td></td>
<td></td>
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<tr>
<td>Faculty salaries</td>
<td>153,240</td>
<td>6.04</td>
</tr>
<tr>
<td>Lecturers-collaborators</td>
<td>67,127</td>
<td>2.65</td>
</tr>
<tr>
<td>Other salaries</td>
<td>70,349</td>
<td>2.78</td>
</tr>
<tr>
<td>Interpretation, translation (free-lance)</td>
<td>70,864</td>
<td>9.28</td>
</tr>
<tr>
<td>Other direct expenses</td>
<td>64,771</td>
<td>2.55</td>
</tr>
<tr>
<td></td>
<td>426,351</td>
<td></td>
</tr>
<tr>
<td>Fellowship costs:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Travel and baggage allowances</td>
<td>129,196</td>
<td>6.03</td>
</tr>
<tr>
<td>Subsistence, books and sundry</td>
<td>212,603</td>
<td>9.22</td>
</tr>
<tr>
<td>Buildings and services</td>
<td>100,818</td>
<td>4.70</td>
</tr>
<tr>
<td></td>
<td>442,617</td>
<td></td>
</tr>
<tr>
<td>Total costs</td>
<td>681,877</td>
<td>31.81</td>
</tr>
</tbody>
</table>

1 Includes Director of Studies, programme services, library, etc.

N. B. Provision has not been made for the strengthening of faculty and overhead costs, including arrangement of practical training outside the Centre, which would have been necessary to handle the increase in numbers. It is estimated that an amount of US$ per participant day might have been sufficient.

TABLE II


<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Total</th>
<th>Participant costs per day</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training costs:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty salaries</td>
<td>153,240</td>
<td>6.04</td>
</tr>
<tr>
<td>Lecturers-collaborators</td>
<td>67,127</td>
<td>2.65</td>
</tr>
<tr>
<td>Other salaries</td>
<td>70,349</td>
<td>2.78</td>
</tr>
<tr>
<td>Interpretation, translation (free-lance)</td>
<td>70,864</td>
<td>9.28</td>
</tr>
<tr>
<td>Other direct expenses</td>
<td>64,771</td>
<td>2.55</td>
</tr>
<tr>
<td></td>
<td>426,351</td>
<td></td>
</tr>
<tr>
<td>Fellowship costs:</td>
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<td></td>
</tr>
<tr>
<td>Travel and baggage allowances</td>
<td>129,196</td>
<td>6.03</td>
</tr>
<tr>
<td>Subsistence, books and sundry</td>
<td>212,603</td>
<td>9.22</td>
</tr>
<tr>
<td>Buildings and services</td>
<td>100,818</td>
<td>4.70</td>
</tr>
<tr>
<td></td>
<td>442,617</td>
<td></td>
</tr>
<tr>
<td>Total costs</td>
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<td>31.81</td>
</tr>
</tbody>
</table>

1 Includes Director of Studies, programme services, library, etc.

TABLE III


<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Total</th>
<th>Participant costs per day</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training costs:</td>
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<td></td>
</tr>
<tr>
<td>Faculty salaries</td>
<td>153,240</td>
<td>6.04</td>
</tr>
<tr>
<td>Lecturers-collaborators</td>
<td>67,127</td>
<td>2.65</td>
</tr>
<tr>
<td>Other salaries</td>
<td>70,349</td>
<td>2.78</td>
</tr>
<tr>
<td>Interpretation, translation (free-lance)</td>
<td>70,864</td>
<td>9.28</td>
</tr>
<tr>
<td>Other direct expenses</td>
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<td></td>
<td>426,351</td>
<td></td>
</tr>
<tr>
<td>Fellowship costs:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Travel and baggage allowances</td>
<td>129,196</td>
<td>6.03</td>
</tr>
<tr>
<td>Subsistence, books and sundry</td>
<td>212,603</td>
<td>9.22</td>
</tr>
<tr>
<td>Buildings and services</td>
<td>100,818</td>
<td>4.70</td>
</tr>
<tr>
<td></td>
<td>442,617</td>
<td></td>
</tr>
<tr>
<td>Total costs</td>
<td>681,877</td>
<td>31.81</td>
</tr>
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</table>

1 Includes Director of Studies, programme services, library, etc.
TABLE III

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Total</th>
<th>Participant costs per day</th>
<th>Percentage of total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training costs</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Faculty salaries</td>
<td>127,258</td>
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<td>694</td>
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<td>Lecturers-collaborators</td>
<td>17,173</td>
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<tr>
<td>Other salaries 1</td>
<td>68,438</td>
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<td>373</td>
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<td>12,603</td>
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<td>68</td>
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<tr>
<td>Total</td>
<td>239,260</td>
<td>8.25</td>
<td>1,304</td>
</tr>
<tr>
<td>Fellowship costs</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Travel and baggage allowances</td>
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<td>953</td>
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<td>Subsistence, books and sundry</td>
<td>287,848</td>
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<td>Buildings and services</td>
<td>100,818</td>
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<td>548</td>
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<tr>
<td>Total</td>
<td>563,639</td>
<td>19.42</td>
<td>3,068</td>
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<tr>
<td>Overhead costs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Direction, promotion, research</td>
<td>78,975</td>
<td>2.72</td>
<td>430</td>
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<td>Finance and administration</td>
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<td>515</td>
</tr>
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<td>241,039</td>
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<td>1,313</td>
</tr>
<tr>
<td>Total costs</td>
<td>1,043,938</td>
<td>35.98</td>
<td>5,685</td>
</tr>
</tbody>
</table>

1 Includes Director of Studies, programme services, library, etc.

Annex 3
ESTIMATED OPERATING COSTS OF THE CENTRE IN 1971, ASSUMING FULL PARTICIPATION IN EACH COURSE (WITH BREAKDOWN BY TYPE OF COURSE) (in US dollars)

TABLE I
Course subject: Management, Technology and Seminars. Number of participants: 1,500. Total participant days: 121,392.

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Total</th>
<th>Participant costs per day</th>
<th>Percentage of total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training costs</td>
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<td></td>
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<tr>
<td>Faculty salaries</td>
<td>963,000</td>
<td>7.93</td>
<td>19.26</td>
</tr>
<tr>
<td>Lecturers-collaborators</td>
<td>112,500</td>
<td>0.93</td>
<td>2.25</td>
</tr>
<tr>
<td>Other salaries 1</td>
<td>247,800</td>
<td>2.04</td>
<td>4.96</td>
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<td>Interpretation, translation (free-lance)</td>
<td>325,100</td>
<td>2.68</td>
<td>6.50</td>
</tr>
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<td>Other direct expenses</td>
<td>100,000</td>
<td>0.82</td>
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<td>Total</td>
<td>1,748,400</td>
<td>14.40</td>
<td>34.97</td>
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<td>Fellowship costs</td>
<td></td>
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<td></td>
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<td>Travel and baggage allowances</td>
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<td>1,207,100</td>
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<td>Buildings and services</td>
<td>264,750</td>
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<tr>
<td>Total</td>
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<td></td>
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<td>Direction, promotion, research</td>
<td>366,950</td>
<td>3.02</td>
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<td>Fellowship branch</td>
<td>262,650</td>
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<td>5.26</td>
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<td>Finance and administration</td>
<td>333,150</td>
<td>2.77</td>
<td>6.70</td>
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<td>Total</td>
<td>964,750</td>
<td>7.95</td>
<td>19.30</td>
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<tr>
<td>Total costs</td>
<td>5,000,000</td>
<td>41.19</td>
<td>100.00</td>
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</table>

1 Includes Director of Studies, programme services, library, etc.

TABLE II

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Total</th>
<th>Participant costs per day</th>
<th>Percentage of total</th>
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</thead>
<tbody>
<tr>
<td>Training costs</td>
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<td></td>
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<tr>
<td>Faculty salaries</td>
<td>20,700</td>
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<td>Lecturers-collaborators</td>
<td>15,300</td>
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<tr>
<td>Other salaries 1</td>
<td>27,000</td>
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<td>61,600</td>
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<td>Subsistence, books and sundry</td>
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<td>32,000</td>
<td>4.68</td>
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</tr>
<tr>
<td>Fellowship branch</td>
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<td>2.92</td>
<td></td>
</tr>
<tr>
<td>Finance and administration</td>
<td>39,000</td>
<td>5.70</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>91,000</td>
<td>13.30</td>
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<tr>
<td>Total costs</td>
<td>250,000</td>
<td>36.55</td>
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</tbody>
</table>

1 Includes Director of Studies, programme services, library, etc.

TABLE III
Course subject: Regular courses. Number of participants: 1,044. Total participant days: 114,552.

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Total</th>
<th>Participant costs per day</th>
<th>Percentage of total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training costs</td>
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<tr>
<td>Faculty salaries</td>
<td>942,300</td>
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</tr>
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<td>Lecturers-collaborators</td>
<td>97,200</td>
<td>0.85</td>
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</tr>
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<td>Other salaries 1</td>
<td>220,800</td>
<td>1.93</td>
<td></td>
</tr>
<tr>
<td>Interpretation, translation (free-lance)</td>
<td>321,100</td>
<td>2.80</td>
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<td>Other direct expenses</td>
<td>96,000</td>
<td>0.84</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>1,677,400</td>
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</tr>
<tr>
<td>Fellowship costs</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Travel and baggage allowances</td>
<td>815,000</td>
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<td>Subsistence, books and sundry</td>
<td>1,145,500</td>
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<td>238,350</td>
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<td>2,198,850</td>
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<tr>
<td>Direction, promotion, research</td>
<td>334,950</td>
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<td>Finance and administration</td>
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</tr>
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<tr>
<td>Total costs</td>
<td>4,750,000</td>
<td>41.47</td>
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</tr>
</tbody>
</table>

1 Includes Director of Studies, programme services, library, etc.
The training programme proposed provides for a total of 1,233 fellows participating for a total of 82,080 class-days. This gives an average of three-and-a-quarter months per fellow, resulting from a structuring of the new technology programmes so as to be incorporated within a total budget of $5 million. The training programme calendar proposed (Appendix 1) incorporates all programmes presented in 1969 and in addition has been expanded to take into account as far as possible:

(i) the needs, expectations and priorities of the developing countries as assessed by members of the Governing Body of the ILO, members of the Board of the Centre, previous participants in courses, government representatives, experts, chiefs of project, and ILO and other international agency officials;

(ii) the needs, expectations and priorities of the developing countries as indicated by the Advisory Board on Programmes, which advised: continuation of all current training programmes, expansion of general management programmes; creation of new general and functional management programmes suitable for managers from developing countries in Africa south of the Sahara; expansion of technological programmes so as to be able to focus on productivity improvement in specific industries;

(iii) the opportunities and needs of the World Employment Programme launched by the ILO;

(iv) the potentials for service to and collaboration with other international agencies;

(v) the needs, expectations and priorities of the developing countries as assessed by the faculty and staff of the Centre.

The training programmes provided for a total of 1,233 fellows participating for a total of 82,080 class-days. This gives an average of three-and-a-quarter months per fellow, resulting from a structuring of the new technology programmes so as to be incorporated within a total budget of $5 million. The training programme calendar proposed (Appendix 1) incorporates all programmes presented in 1969 and in addition has been expanded to take into account as far as possible:

(i) the needs, expectations and priorities of the developing countries as assessed by members of the Governing Body of the ILO, members of the Board of the Centre, previous participants in courses, government representatives, experts, chiefs of project, and ILO and other international agency officials;

(ii) the needs, expectations and priorities of the developing countries as indicated by the Advisory Board on Programmes, which advised: continuation of all current training programmes, expansion of general management programmes; creation of new general and functional management programmes suitable for managers from developing countries in Africa south of the Sahara; expansion of technological programmes so as to be able to focus on productivity improvement in specific industries;

(iii) the opportunities and needs of the World Employment Programme launched by the ILO;

(iv) the potentials for service to and collaboration with other international agencies;

(v) the needs, expectations and priorities of the developing countries as assessed by the faculty and staff of the Centre.

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APPENDIX I

TRAINING PROGRAMMES PROPOSED FOR 1970-71

I. Management

International programmes: Programmes of twelve weeks' duration for directors, managers, consultants and trainers who hold posts appropriate to the programme content, have at least five years' management or equivalent experience and are between 30 and 45 years of age.

1. General management 24 1 440
2. Development of the small enterprise sector 24 1 440
3. Management of the agricultural enterprise 24 1 440
4. Management control and information technology 24 1 440
5. Marketing management 24 1 440
6. Export marketing management 24 1 440
7. Tourism management 24 1 440
8. Production management 24 1 440
9. Maintenance management 24 1 440
10. Materials management 24 1 440
11. Personnel management 24 1 440
12. Industrial relations management 24 1 440
13. Management accounting 24 1 440
14. Management control 24 1 440
15. Finance and investment management 24 1 440
16. Management of vocational education 24 1 440

Total: 384 23 040

European programmes: Programmes of twelve weeks' duration for trade union officials who hold senior posts, have at least five years' experience as senior officials and are between 30 and 45 years of age.

1. Management perspectives: for trade union officials 24 1 440
2. Management perspectives: for trade union officials 24 1 440

Total: 48 2 880

African programmes: Programmes of twelve weeks' duration for teachers, trainers, consultants, advisers, experts' government officials and international agency officials who hold posts appropriate to the programme content, have at least three years' management or equivalent experience and are between 25 and 40 years of age.

1. Executive development 24 1 440
2. Management perspectives: for trade union officials 24 1 440
3. Sales and distribution management 24 1 440
4. Tourism management 24 1 440
5. Production control 24 1 440
6. Personnel management 24 1 440
7. Cost accounting 24 1 440
8. Financial accounting 24 1 440

Total: 92 37 440

II. Methodology

International programmes: Programmes of twelve weeks, duration for teachers, trainers, consultants, advisers, experts' government officials and international agency officials who hold posts appropriate to the programme content, have at least five years' teaching, planning or equivalent experience and are between 30 and 45 years of age.

1. Training methodology: for vocational trainers 24 1 440
2. Training methodology: for management trainers 24 1 440
3. Consultancy methodology: for management consultants 24 1 440
4. National planning of employment and training 24 1 440

Total: 96 5 760

III. Technology

International programmes: Programmes of twenty-four weeks' duration for instructors, trainers, technicians, technologists, specialists and experts who hold posts appropriate to the programme content, have at least three years of appropriate experience and are between 30 and 45 years of age.

1. Mechanical technology 27 3 240
2. Maintenance technology 27 3 240
3. Automobile systems servicing 27 3 240
4. Fundamental electronics 27 3 240
5. Electrical and electronics technology 27 3 240

Total: 135 15 200

International programmes: Programmes of twelve weeks' duration for instructors, trainers, technicians, technologists, specialists and experts who hold posts appropriate to the programme content, have at least three years of appropriate experience and are between 25 and 40 years of age.

1. Plant and equipment installation and adaptation 27 1 620
2. Machine design and innovation 27 1 620
3. Tool, die and gauge technology 27 1 620
4. Industrial automation and conversion from non-automated systems 27 1 620
5. Measurement, regulation and control technology 27 1 620
6. Semi-conductor equipment servicing 27 1 620
7. Telecommunication equipment servicing 27 1 620
8. Electronic data processing (EDP) systems installations 27 1 620
9. Electronic data processing (EDP) systems installation 27 1 620
10. Employment generating technology (EGT) systems installation 27 1 620
11. Environment control technology 27 1 620
12. Construction technology: industrialised building 27 1 620

Total: 324 19 440

1 These programmes have been designed to go further towards meeting specific needs in industrially developing countries in the fields of installation, adaptation, re-design, innovation, conversion, maintenance and servicing, as discussed with the Advisory Board on Programmes and as mentioned in the introduction to these programme proposals. In view of the goals of these programmes and their content and methodologies, they have been designed to fit a twelve weeks' duration period.

2 This programme is planned to be presented twice.

3 These programmes are designed to meet very special needs in industrially developing countries: (i) where the absence of people trained in these techniques can cause bottlenecks; (ii) where it is not or has not been possible to create the necessary training institutions; (iii) and where short courses can help in relieving the situation. These kinds of programmes were approved by the Board of the Centre at its Fifth Session, held on 23 February 1968. The report on the Fifth Session of the Board states (paragraphs 26 and 27): "Consequently the Centre will have to apply higher standards than previously in technological training, and in principle cease to train skilled workers. It will have to restrict candidates to foremen and
27. There will, however, have to be exceptions for certain countries. Madras-Bangalore region in India.

B. Research Projects Developed by the Faculty of the Centre - Management Practice:
dealing with teaching of technical subjects.
operational projects of UNESCO, particularly projects on the systems approach to training and on training through mass media, specifically on methods, personnel required, existing training methodologies available do not simulate enough of the emotional tension necessary.

The project on application of programmed instruction will continue during the biennium; in 1971, it will lead to activities conducted in Europe as a basis for review, revision and improvement of the Centre's activities.

Appendix 2

SEMINARS PROPOSED FOR 1970-71

East/West Exchange

1. Information systems and computer applications in management.
2. Decision-making for the creation of factories.
4. Organising the management of industrial groups.

International:

1. Education for the Year 2000.
2. Vocational training of girls and women in relation to employment possibilities.
3. Capital generation from inventory reduction.

Note: The number of participants planned for these seminars totals 300. There are a number of additional seminars under negotiation with other international agencies and since these negotiations are not yet completed the seminars concerned have not been included.

Appendix 3

RESEARCH PROJECTS PLANNED FOR EXECUTION IN 1970-71

A. UNESCO/ILO Research Unit Programme in the Methodology of Training of Technicians in Developing Countries

The research plan outlined in the former reports to the Board of the Centre will be continued in 1970-71. The two main areas are:

1. Contents and Orientation of Technical Education and Training:
The study on the contents of technical education will lead to actual testing of curricula, at least in one country, and to a better adjustment of the courses of the Centre to the needs of the countries of the fellows. This project is carried out in co-operation with teaching institutions in Chile, the United Arab Republic and the Madras-Bangalore region in India.

2. Application of Programmed Instruction:
The project on application of programmed instruction will continue during the biennium; in 1971, it will lead to activities on the systems approach to training and on training through mass media, specifically on methods, personnel required, training of personnel, evaluation within systems and of the system. This project is carried out in co-operation with operational projects of UNESCO, particularly projects dealing with teaching of technical subjects.

B. Research Projects Developed by the Faculty of the Centre

These projects are already initiated and are to be completed (including publication where relevant) in 1970-71.

1. Production Flow Analysis: I

Experimentation with the technique of production flow analysis to determine its utility within the category of group technology techniques.

This project and the one that follows are concerned with experimentation in the field of the rationalisation of small, medium and large-scale batch production. This field has been identified in the Centre as a major productivity problem in developing countries, as it is also of course in developed countries.

2. Production Flow Analysis: II

Experimentation to determine the technique for the utilisation of a computer in production flow analysis operations.

This project is being undertaken in conjunction with Manchester University.

3. Training Evaluation: I

Experimentation to determine the effectiveness of the technique of semantic differential analysis in evaluating attitude changes in course participants.

This project is the first of a series concerned with improvement in training methodologies used in the Centre. This project focuses on the effectiveness of a technique. The project that follows focuses on the assessment of participant needs and satisfactions.

4. Training Evaluation: II

Experimentation with evaluation techniques to determine their effectiveness in identifying the needs of participants in Centre programmes, their managerial capacities and styles, and the extent to which these can be satisfied by training programme alternatives.

5. Social Strategy Skills: I

Development of training methodologies concerned with improving social strategy skills applicable in conflict situations.

This project arises from the recognition that in each society there are forms of effective behaviour which competent managers have acquired. Methodologies to develop the skills necessary to achieve this effective behaviour are being sought by the experimentation in this project. The need is for the simulation of emotionally charged situations in which skills can be practised, observed and studied; the existing training methodologies available do not simulate enough of the emotional tension necessary.


Development of training methodologies concerned with improving specific learning skills, particularly through the uses of case writing, case revision and case study.

This project has arisen from the recognition that skill in learning from one's environment, experience, observation and involvement is a valuable skill in its own right; and one of particular value to the manager working in environments exhibiting their own peculiar differences. It has also arisen from the recognition that a realistic goal of training programmes has to be the preparation for continuous learning long after the programme itself is finished. Indeed it follows from a recognition that the immediate goals of a twelve-week programme have to be set at realistic levels and that the real yield must be sought as a consequence over a much longer period. The techniques most helpful in this context seem to be those based on research methodology, case writing, interviewing for facts and questionnaire writing.

7. Management Practice: I

Analysis of personnel administration training and research activities conducted in Europe.

This project, and the one that follows, are concerned with assembling and analysing information about the management training and research activities being carried out in Europe as a basis for review, revision and improvement of the Centre's activities.

8. Management Practice: II

Analysis of production management training and research activities conducted in Europe.

Experimentation to determine the effectiveness of the use of the computer as an aid in collective (as distinct from individual) teaching.

This project is concerned with the way in which automated systems in training can be applied in developing countries as an adaptation from more highly sophisticated systems to the social, economic and physical constraints which exist.

10. Automated Systems in Training: II

Experimentation to determine the effectiveness of various combinations of programmed (and semi-programmed) material with communications equipment in the teaching of the electronics subject field of automatisms.

This project is being carried out in conjunction with Philips Eindhoven, who have supplied the hardware: specifically, a master trainer and a response analyser.

This project (like No. 9 above) is also concerned with the way in which training systems of high technological sophistication can be adapted to or form the derivative base for simpler training systems which are appropriate to the materials, equipment and processes available in developing countries.

11. Technological Adaptation: I

Experimentation to determine ways in which the techniques of fluidic control may be effectively and economically applied to simpler systems for use with machines operating in developing countries.

This project is concerned with the way in which fluidic circuitry and components at high levels of technological sophistication can be adapted to or can form the derivative base for fluidic systems at technological levels appropriate to the machine control needs, the environmental conditions and the materials, equipment and processes available in developing countries.

12. Syllabus Development: I

Development of a syllabus of readings in the cross-cultural aspects of management incorporating a selection of leading writings on the subject in French, English, Spanish, Italian and German.

This project is the first of a series concerned with the assembly and analysis of readings which will enlarge the syllabus content for specific subjects.
Twenty-second Item on the Agenda: Report of the Director-General

I. Obituary

Mr. Fernando Santi.
1. The Director-General announces with deep regret the death in Parma on 15 September 1969 of Mr. Fernando Santi, a former Worker deputy member of the Governing Body.

2. Fernando Santi was born on 13 November 1902 at Golese near Parma. He joined the Socialist Party early in life, and at the age of 18 became Secretary of the Parma Chamber of Labour, becoming in the following year National Secretary of the Young Socialist Federation. In 1925 he headed the Turin Chamber of Labour and in 1926 he was the last Secretary of the Milan section of the United Socialist Party. There followed nearly twenty years of hardship and later exile, but at the end of the war he returned to the Socialist labour movement. After a spell as Secretary of the Milan Chamber of Labour and head of the National Federation of Representatives and Commercial Travellers, he became in 1947 Secretary of the Italian General Confederation of Labour (CGIL), which he served as Secretary, General Secretary or Assistant General Secretary continuously until his retirement in 1965. From 1948 Mr. Santi was for many years a prominent Socialist member of the Italian Parliament, and had been a member of the Executive Committee of the World Federation of Trade Unions.

3. Mr. Santi was a Worker deputy member of the Governing Body from 1948 to 1951, and attended eleven sessions of the International Labour Conference as Italian Workers' delegate or adviser from 1949 to 1962.

4. The Governing Body will doubtless wish the Director-General to convey its sympathy to Mr. Santi's widow and family.

Mr. Giulio Pastore.
5. The Director-General announces with deep regret the death in Rome on 15 October 1969 of Mr. Giulio Pastore, a former Worker deputy member of the Governing Body.

6. Giulio Pastore was born on 17 August 1902 in Genoa. He began trade union activity as a union organiser at Brianza and later joined the staff of the Monza "Cittadino", of which he became editor. Pastore was one of the founders of the Italian Christian Democratic Party, and was arrested for his activity in the resistance movement during the war. He was a co-founder of the Italian General Confederation of Labour (CGIL) but broke away from it in 1948 to become General Secretary of the Italian Confederation of Workers' Trade Unions (CISL). In 1949 he was made a member of the Executive Committee of the International Confederation of Free Trade Unions. Mr. Pastore was elected to the Constituent Assembly and was thereafter for many years a prominent member of the Italian Parliament, serving for a period as Minister for the Economic Development of the Mezzogiorno (Southern Italy).

7. Mr. Pastore was a Worker deputy member of the Governing Body from 1951 to 1960, and attended five sessions of the International Labour Conference.

8. The Governing Body will doubtless wish the Director-General to convey its sympathy to Mr. Pastore's family.

Mr. Oscar Saraiva.
9. The Director-General announces with deep regret the death on 21 August 1969 in Brazil of Mr. Oscar Saraiva, a member of the Committee of Experts on the Application of Conventions and Recommendations.

10. Oscar Saraiva was born on 30 May 1903 in São Paulo, and studied law and social science at the University of Rio de Janeiro, which is today the National University of Brazil. He eventually became professor of administrative law at the University of Brasilia; he also taught constitutional and administrative law at a number of the leading institutions of his country, and political economy at the Faculty of Law of the National University. Mr. Saraiva was the author of several legal works and among his numerous activities he was legal adviser to the Ministry of Labour, Industry and Commerce (1940-1955), President of the Permanent Commission on Labour Legislation in Brazil (1950-1955), judge of the Supreme Labour Court (1955-1960) and of the Federal Court of Appeal (since 1960), of which he was appointed President in 1968.

11. Mr. Saraiva was a Brazilian Government delegate to the 1938 and 1939 sessions of the International Labour Conference and to the Fourth Conference of American States Members of the ILO held in Montevideo in 1949. He also represented his country at the Inter-American Conference on Social Security which was held in Rio de Janeiro in 1949.

12. He was appointed a member of the Committee of Experts on the Application of Conventions and Recommendations in June 1964. His personal qualities and his vast experience of social and legal questions enabled Mr. Saraiva to make a most useful contribution to the work of this Committee during his term of office.

13. The Governing Body will doubtless wish the Director-General to convey its sympathy to the family of Mr. Saraiva and to the Government of Brazil.

Mr. Djilani Bentami.

15. The Governing Body will doubtless wish the Director-General to convey its sympathy to the family of Mr. Bentami and to the Algerian Government.

II. Composition of the Organisation

Notice of Withdrawal of Lesotho.

16. Article 1, paragraph 5, of the Constitution provides that no Member of the International Labour Organisation may withdraw from the Organisation without giving notice of its intention to do so to the Director-General, and that such notice shall take effect two years after
the date of its reception by the Director-General, subject to the Member having at that time fulfilled all financial obligations arising out of its membership.

17. By letter dated 8 July 1969 the Government of Lesotho, which became a Member of the International Labour Organisation on 31 October 1966, submitted notice of withdrawal from the Organisation. This letter was received by the Director-General on 15 July 1969; the notice of withdrawal is therefore due to expire on 15 July 1971. In accordance with article 1, paragraph 5, of the Constitution Lesotho will continue thereafter to be bound by all obligations arising out of or relating to Conventions to which it is a party for the period provided for therein.

III. Composition of the Governing Body

Government Group. Regular Members.

18. The Government of Canada has appointed as its regular representative Mr. J. Douglas Love, Deputy Minister of Labour, and as its substitute representative Mr. John Mainwaring, Director of the International Labour Affairs Branch, Department of Labour.

19. The Government of the Central African Republic has appointed as its regular representative Mr. Antonio Franck, Minister of the Civil Service and Labour.

20. The Government of Czechoslovakia has appointed as its regular representative Mr. P. Tomásek, Federal First Deputy Minister of Labour and Social Affairs.

21. The Government of Indonesia has appointed as its regular representative Mr. Umarjadi Njotowijono, Ambassador Permanent Representative of Indonesia to the United Nations Office and other international organisations in Geneva, and as its substitute representative Mr. Chairul Basri, Secretary-General of the Department of Manpower.

22. The Government of Nigeria has appointed as its regular representative Mr. S. O. Koku, Permanent Secretary, Federal Ministry of Labour.

23. The Government of the Syrian Arab Republic has appointed as its regular representative Mr. Mowaffak Allaf, Permanent Representative of the Syrian Arab Republic to the Office of the United Nations and other international organisations in Geneva.

24. The Government of Viet-Nam has appointed as its regular representative Mr. Dam-Sy-Hien, Minister of Labour, and as its substitute representative Mr. Le-Van-Loi, Permanent Representative of Viet-Nam to the international organisations in Geneva.

Deputy Members.

25. The Government of Denmark has appointed as its regular representative Mr. G. Coln, Permanent Secretary of State, Ministry of Labour, and as its substitute representative Mr. A. Nørager, Head of Section of the International Department, Ministries of Labour and Social Affairs.

26. The Government of Iran has appointed as its regular representative Mr. Djamchid Farman Farmaian, Special Adviser on International Questions to the Ministry of Labour and Social Affairs.

27. The Government of Uganda has appointed as its regular representative Mr. E. J. B. Mpyisi, Permanent Secretary/Labour Commissioner, Ministry of Labour, and as its substitute representative Mr. M. S. Owor, Assistant Labour Commissioner, Ministry of Labour.

28. The Government of Venezuela has appointed as its regular representative Dr. C. Leáñez Sievert, Ambassador, Permanent Representative of Venezuela to the United Nations Office and the international organisations in Geneva, and as its substitute representative Mr. H. Aponte, Counselor in the Permanent Delegation of Venezuela in Geneva.

Workers' Group.

29. By letter of 3 September 1969 Senator Dionigi Coppo submitted his resignation as a Worker deputy member of the Governing Body on his appointment as Under-Secretary of State for Foreign Affairs in the Italian Government.

IV. Entry into Force of the Agreement concerning the Social Security of Rhine Boatmen (Revised), 1961

30. The Director-General of the International Labour Office registered, on 12 November 1969, the ratification by the Federal Republic of Germany of the Agreement concerning the Social Security of Rhine Boatmen (Revised), 1961.

31. As a result of this ratification the Agreement, which has been ratified by Belgium, France, Luxembourg, the Netherlands and Switzerland, will come into force on 1 February 1970.

V. Progress of International Labour Legislation

32-33. [Paragraphs 32 and 33 contain information relating to the ratification of international labour Conventions and to declarations concerning the application of Conventions to non-metropolitan territories (article 35 of the Constitution) registered by the Director-General. These paragraphs are not reproduced here; the information which they contain is published in the Official Bulletin.]

Ratifications Authorised (Article 19 of the Constitution).

34. The ratification of the following international labour Conventions has been authorised in the following countries:

Austria:
Maternity Protection Convention (Revised), 1952 (No. 103).

Cameroon:
Maternity Protection Convention, 1929 (No. 3); Minimum Age (Industry) Convention, 1919 (No. 5); Placing of Seamen Convention, 1920 (No. 9); Minimum Age (Agriculture) Convention, 1921 (No. 10); White Lead (Painting) Convention, 1921 (No. 13); Weekly Rest (Industry) Convention, 1921 (No. 14); Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15); Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16); Holidays with Pay Convention, 1936 (No. 52); Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77); Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78); Labour Inspection Convention, 1947 (No. 81); Night Work (Women) Convention (Revised), 1948 (No. 89); Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90); Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99); Equal Remuneration Convention, 1951 (No. 100); Holidays with Pay (Agriculture) Convention, 1952 (No. 101); Abolition of Forced Labour Convention, 1957 (No. 105); Employment Policy Convention, 1964 (No. 122); Minimum Age (Underground Work) Convention, 1965 (No. 123).
Posts in the Director and Principal Officer category shall be filled by the Director-General on the basis of qualifications by transfer, promotion or appointment. Such promotions or appointments shall be reported to the Governing Body with a short statement of the qualifications of the person so promoted or appointed.

41. The following appointments and promotions are reported to the Governing Body under the above-mentioned article:

(i) Mr. Hans B. Hammars (Swedish)

Appointed to the ILO staff as Chief of the Employers’ Relations Branch at the D.1 grade with effect from 15 August 1969. Born on 23 August 1936. Served as judge of a district court in Sweden from 1963 to 1964, as International Director of Nyman and Schultz AB from 1965 to 1966, and as International Secretary of the Swedish Employers’ Confederation since 1966. Attended the International Labour Conference as Swedish Employers’ adviser from 1966 to 1969.

(ii) Mr. Elimana M. Kane (Mauritian)

Assistant to the Chief of the Conditions of Work and Life Department (P.5) since joining the ILO in August 1968, promoted to the D.1 grade with effect from 1 August 1969. Born on 7 December 1933. Was Director of Studies of the Lycée de Garçons, Nouakchott, from 1961 to 1969, Minister of Development of Mauritania from 1967 to 1966, and Professor at the Lycée de Nouakchott from 1966 to 1997, Lecturer in History, University of Dakar, 1997-98. Workers’ delegate of Mauritania to the International Labour Conference from 1962 to 1996. Worker deputy member of the Governing Body, 1966-68.

(iii) Mr. Meshack A. O. Ndiyi (Kenyan)

Appointed Regional Co-ordinator for Africa at the D.2 grade with effect from 1 July 1969. Born 26 October 1926. Was General Secretary of the Transport and Allied Workers’ Union of Kenya from 1946 to 1950, then became an official of the Ministry of Labour, of which he was appointed Permanent Secretary in June 1963. Joined the ILO on a fixed-term contract in September 1967 as Director of the Area Office, Dar-es-Salaam, at the P.5 grade. Was appointed Acting Regional Co-ordinator for Africa in Addis Ababa in January 1966, and promoted to D.1 (fixed-term).

(iv) Mr. George L.-P. Weaver (United States)

Appointed Special Assistant to the Director-General at the D.2 grade with effect from 1 September 1969. Born on 18 May 1924. An official of the Congress of Industrial Organisations from 1941, and later of the merged American Federation of Labor—Congress of Industrial Organisations (AFL-CIO), he served after the merger as Executive Secretary of its Civil Rights Committee. Was named assistant to the President of the International Union of Electrical, Radio and Machine Workers in 1958 and was named Assistant Secretary of Labor for International Affairs in 1961. Attended the International Labour Conference in 1957 and 1958 as United States Workers’ adviser, and from 1961 to 1969 as senior United States Government delegate. Was also the United States Government representative on the Governing Body during the same period and was elected Chairman of the Governing Body for 1968-69.

VII. Publications

42. Since the last session of the Governing Body the revised edition of the International Standard Classification of Occupations, 1980, has been issued. A code of practice on safety and health in forestry work and a practical guide to safety in agriculture are in the press for publication in English, French and Spanish. The French
43. The regular issues of the International Labour Review, Official Bulletin, Minutes of the Governing Body, Legislative Series, Bulletin of Labour Statistics and Year Book of Labour Statistics have been issued or are in the press. A special supplement to the Official Bulletin containing the proceedings of the discussion at the 53rd Session of the International Labour Conference on the programme and structure of the ILO has been printed and will be issued with Vol. LII (1969), No. 4 of the Official Bulletin (in English, French and Spanish). Another special supplement to the same number of the Official Bulletin, containing the report of the Study Group to Examine the Labour and Trade Union Situation in Spain, is in the press; this report is also being issued as a special publication in English, French and Spanish.

44. An up-to-date revised catalogue of ILO publications and documents has been issued in English and French.

45. The revised edition of the Financial Regulations has been printed in English, French and Spanish.

46. Offprints have been issued of all the articles published in the International Labour Review on the occasion of the fiftieth anniversary of the ILO.

47. Several studies are being processed in one language only, as non-printed (internal offset) publications for limited sales and distribution. Of these, the following will be issued before the end of the year: Adaptation of Jobs to the Disabled (in English), Rural Employment Problems in the United Arab Republic (in English), Measuring Minimum Wage Effects in the United States (in English) and Sectoral Growth of Employment (La croissance sectorielle de l'emploi) (in French).

First Supplementary Report

Award of the Nobel Peace Prize for 1969

1. The Nobel Committee of the Norwegian Parliament has awarded the Nobel Peace Prize for 1969 to the International Labour Organisation.

2. The following telegram from Mrs. Aase Lionaes, President of the Nobel Committee of the Norwegian Parliament, and Dr. August Schou, Director of the Norwegian Nobel Institute, was received on 20 October:

Urgent
International Labour Organisation
Genève

THE NOBEL COMMITTEE OF THE NORWEGIAN PARLIAMENT HAS TODAY AWARDED TO INTERNATIONAL LABOUR ORGANISATION THE NOBEL PEACE PRIZE FOR 1969. DEADLINE FOR PUBLISHING 6 P.M. NORWEGIAN TIME. LETTER FIXES.

AASE LIONAES — AUGUST SCHOU.

3. The following confirmatory letter was received on 23 October:

Det Norske Stortings Nobelskomite
Comité Nobel du Parlement norvégien
Oslo, 21st October 1969.

International Labour Organisation,
Genève, Switzerland.

Dear Sirs,

Confirming my telegram of yesterday I have the honour to inform you that the Nobel Committee of the Norwegian Parliament has awarded the Nobel Peace Prize for 1969 to the International Labour Organisation.

The amount of the prize is 375,000 Swedish crowns and will be paid to you according to order sent to the Nobel Foundation, Stockholm.

The prize will be distributed in the Aula of the University of Oslo on December 10th 1969. The diploma signed by the members of the Nobel Committee and the Nobel Peace Prize medal in gold will then be handed over to the prizewinner.

I hereby invite you to send a representative to Oslo to receive the prize on December 10th this year.

I enclose the Code of Statutes of the Nobel Foundation and the Special Regulations of the Peace Prize Committee. I beg to draw your attention to art. 9 of the Code of Statutes, according to which the prizewinner, whenever possible, is to give a lecture on his work in Oslo within 6 months of December 10th, 1969. The lecture may be held one of the first days after December 10th this year, preferably the 11th December.

Yours sincerely,

AASE LIONAES — AUGUST SCHOU.

Second Supplementary Report

Programme of Governing Body Meetings

1. At its 171st Session (February-March 1968), on the recommendation of its Working Party on the Programme and Structure of the ILO, the Governing Body approved a standard programme of Governing Body meetings (see annex). 3

2. In submitting this recommendation to the Governing Body in its fifth report the Working Party added (paragraph 78) that "in the event of the adoption of a biennial budget... it would be necessary to consider what modification of this programme would be required."

3. The Conference having decided at its 52nd (1968) Session, on the Governing Body’s recommendation, that as from 1970-71 the ILO budget should cover a two-year financial period, the Governing Body will doubtless wish to consider the effects of this decision on the programme of meetings for the years when it is not called upon to consider programme and budget proposals.

4. At the February-March 1970 session the Financial and Administrative Committee will have to consider:

(a) a review in depth of the occupational safety and health programme; 4

(b) a report on programme implementation under the 1969 budget; and

(c) financial, administrative and current staff questions.

The Committee should be able to complete consideration of this agenda in nine sittings instead of the twelve provided for when it has to consider programme and budget proposals. The meetings of Governing Body committees might therefore begin on the afternoon of Wednesday, 18 February, instead of on Monday, 16 February. It should be possible for the Allocations Committee to complete its work in the two sittings provided for during the second week. This arrangement would also apply at the 184th Session (February-March 1972).

5. On the other hand, at its 179th Session (May 1970) the Financial and Administrative Committee will be called on to consider the long-term plan which will in future provide the framework for programme and budget

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1 See first sitting.

2 See also second sitting, and below, fifth supplementary report.
proposals. The two sitting provided for in the standard programme will probably not be sufficient for this purpose and it is therefore suggested that committee meetings should begin half a day earlier and that two sittings of the Financial and Administrative Committee should be scheduled for Monday, 25 May. This would mean cancelling the sitting of the Allocations Committee on Monday afternoon, but the Committee could no doubt complete its work in the two remaining sittings.

6. Lastly, while the new Headquarters building is under construction it would seem necessary to provide for two additional sittings of the Building Subcommittee. It is proposed to add one sitting at the November session (in principle on the afternoon of the first Monday, instead of a sitting of the Allocations Committee) and one at the February-March session (on the morning of Tuesday of the second week).

7. The Governing Body may wish to decide:
   (a) that in the years when it is not called upon to consider programme and budget proposals (1970 and 1972) the standard programme of Governing Body meetings for the February-March and May-June sessions should be modified as indicated in paragraphs 4 and 5 above;
   (b) that while the new Headquarters building is under construction provision should be made at the February-March and May-June sessions for an additional meeting of the Building Subcommittee.

8. In the appended programme the committee meetings which it is proposed to cancel in non-budgetary years are in square brackets; the meetings which it is proposed to add are printed in italics.

ANNEX

STANDARD PROGRAMME OF GOVERNING BODY MEETINGS
(with indication of proposed modifications for non-budgetary years)

November Cycle
(two weeks)

First week:
Monday 10 a.m. Committee on Industrial Committees.
       3 p.m. Committee on Freedom of Association.
       3 p.m. Committee on Industrial Committees.
       3 p.m. International Organisations Committee.

Tuesday 10 a.m. Committee on Industrial Committees.
       3 p.m. Financial and Administrative Committee.

Wednesday 10 a.m. Financial and Administrative Committee.
       3 p.m. Financial and Administrative Committee.

Thursday 10 a.m. Committee on Operational Programmes.
       3 p.m. Committee on Operational Programmes.

February-March Cycle
(three weeks)

First week:
[Monday 10 a.m.] [Allocations Committee.]
       3 p.m. [Financial and Administrative Committee.]

[Tuesday 10 a.m.] [Allocations Committee.]
       3 p.m. [Financial and Administrative Committee.]

[Wednesday 10 a.m.] [Financial and Administrative Committee.]
       3 p.m. Financial and Administrative Committee.

Thursday 10 a.m. Financial and Administrative Committee.
       3 p.m. Financial and Administrative Committee.

Friday 10 a.m. Financial and Administrative Committee.
       3 p.m. Financial and Administrative Committee.

Saturday

Second week:
Monday 10 a.m. Committee on Freedom of Association.
       3 p.m. Committee on Freedom of Association.
       3 p.m. Allocations Committee.

Tuesday 10 a.m. Building Subcommittee.
       3 p.m. Allocations Committee.
       Committee on Industrial Committees (extraordinary meeting for limited business to be held only if necessary).

Wednesday 10 a.m. Financial and Administrative Committee.
       3 p.m. Financial and Administrative Committee.

Thursday 10 a.m. Financial and Administrative Committee.
       3 p.m. Financial and Administrative Committee.

Friday 10 a.m. International Organisations Committee.
       Committee on Standing Orders and the Application of Conventions and Recommendations.
       3 p.m. International Organisations Committee.

Saturday

Third week:
Monday 10 a.m. Group meetings.
       3 p.m. Employers’ and Workers’ groups.


1 The meetings in square brackets are those which would be cancelled in years when no programme and budget proposals were before the Governing Body; the meetings printed in italics are those which would be added in accordance with the proposals in this annex.
Tuesday to Friday
3 p.m. Governing Body.

Pre-Conference Cycle
(one week)

Monday
10 a.m. Financial and Administrative Committee.
3 p.m. Financial and Administrative Committee.
Committee on Standing Orders and the Application of Conventions and Recommendations (extra-
ordinary meeting for limited busi-
tness to be held only if necessary).
[Allocations Committee.]

Tuesday
10 a.m. Committee on Industrial Commit-
tees.
Committee on Freedom of Asso-
ciation.
Building Subcommittee.
3 p.m. Committee on Industrial Commit-
tees.
Committee on Freedom of Asso-
ciation.
Allocations Committee.

Wednesday
10 a.m. Financial and Administrative Committee.
International Organisations Committee (extraordinary meeting for limited business to be held only if necessary).
3 p.m. Financial and Administrative Committee.

Thursday
10 a.m. Group meetings
3 p.m. Employers' and Workers' groups.
Allocations Committee.

Friday and 10 a.m. Governing Body.
Saturday
3 p.m. Governing Body.

Third Supplementary Report

Action to Be Taken on the Resolution concerning
International Co-operation in Regard to
Minimum Wage Fixing Adopted by the
International Labour Conference
at Its 53rd (1969) Session

1. At its 53rd (1969) Session the International Labour Conference unanimously adopted a resolution concerning international co-operation in regard to minimum wage fixing. After referring in the preamble to the desirability of international co-operation in dealing with problems of minimum wage fixing, the Conference, in the operative part of the resolution, suggests that such co-operation might relate to:

(a) the preparation of comparative studies on problems relating to the fixing and applying of minimum wages in developing countries and on the effects of intro-
ducing or changing the system for fixing them;
(b) assistance to governments which desire to undertake such studies themselves or to strengthen their statistics;
(c) the organisation of exchanges of national experience through seminars, missions or study trips;
(d) the establishment of programmes to train officials and workers' and employers' representatives in the duties involved in fixing, adjusting and applying minimum wages.

2. In the operative part of the resolution the Con-
ference recommends, further, that the International Labour Office should be charged with the function of carrying out or assisting in the measures listed in subparagraphs (a) to (d) above.

3. The Meeting of Experts on Minimum Wage Fixing and Related Problems, with Special Reference to Developing Countries (Geneva, 25 September-6 October 1969), convened by the Governing Body to examine problems of minimum wage fixing and the question of revision of existing ILO minimum wage instruments, pointed out in its report ¹ that the value of the decisions of the minimum wage fixing authorities depended to a great extent on the quantity and quality of the relevant statistical and other data available to them. The Meeting observed that in nearly every developing country regular statistical series needed to be substantially improved and that such countries were experiencing difficulties in financing and staffing services to collect and process statistical information. Accordingly it suggested that, apart from revision of the relevant international labour instruments, action by the ILO in the form of research and technical co-opera-
tion could help developing countries in dealing effectively with minimum wage fixing and related problems. The specific forms of ILO action recommended by the Meeting have in essence been taken up in the suggestions put forward by the Conference in the operative part of the resolution.

4. In recent years, minimum wage fixing and related problems have received growing attention in the activities of the ILO, partly within the framework of the continuing review of the general question of updating existing ILO minimum wage instruments. Measures taken or contemplated include (a) the meeting of ILO field experts held in Bangkok from 13 to 17 October 1969, at which reports from several Asian countries were examined with special reference to minimum wage problems and at which useful conclusions were drawn as to future action; (b) the reconsideration of the programmes of the Inter-American Centre for Labour Administration (CIAT) at Lima with a view to giving greater weight to minimum wage problems and the appointment to the Centre of a wages expert as from 1 October 1969; and (c) the seminar which it is proposed to hold at Yaoundé in 1970, with the co-operation of the labour administra-
tion training centre, on questions concerning wages and working hours, at which labour administrators from French-speaking African countries will also consider minimum wage problems.

5. In the sphere of ILO technical co-operation, several projects concerned, among other things, with minimum wage fixing are in process of planning, while others are about to be put into effect, as in Libya, Sudan and Thailand.

6. Preliminary Office thinking on the long-term pro-
grame which will have to be envisaged in order to give effect to the Conference resolution, having due regard to the availability of funds, is tending in three main direc-
tions: (a) the grant on request of assistance to govern-
ments in drawing up or updating minimum wage legisla-
tion in the light of the decisions which the Conference may take at its 54th (1970) Session; (b) the conduct of system-
atic surveys in several developing countries of the mini-
mum wage situation at the local or national level and by econ-
omic sector with a view to devising solutions adapted to local conditions, a task which will be greatly facilitated if in the coming years wages experts can be appointed at the regional level; and (c) the organisation of regional seminars in Africa, Asia and America for officials, as well as employers' and workers' representatives, concerned with minimum wage fixing. Subject to the endorsement of this general approach by the Governing Body, pro-
visions will be made for these activities in the programme
and budget proposals for 1972-73. In the meantime, the 1970-71 programme and budget might be re-examined in order to determine whether some of the proposed activities might not be included in it.

¹ See eighth sitting.


7. The Governing Body may wish:
(a) to authorise the Director-General to communicate the resolution to the governments of member States, and through them to employers' and workers' organisations, and to the international organisations concerned;
(b) to request the Director-General to undertake studies of problems of minimum wage fixing and related problems in developing countries;
(c) to request the Director-General to sponsor, where feasible and in any appropriate manner, exchanges of national experience in the field of minimum wage fixing;
(d) to request the Director-General to bring to the notice of governments of developing countries the possibility of requesting technical co-operation in carrying out national studies in the field of minimum wage fixing and in training their nationals for functions connected with minimum wage fixing.

Fourth Supplementary Report 1

The Ratification Outlook for the Human Rights and Other Key Conventions: A Fiftieth Anniversary Progress Report

1. During the past few years the International Labour Conference has adopted a number of resolutions dealing with the contribution of the ILO to the International Year for Human Rights and the action to be taken by the ILO in the field of human rights, having regard in particular to the fiftieth anniversary of the ILO. On the basis of these resolutions, the Director-General submitted to the Governing Body at its 173rd Session (November 1968) a progress report on the response of governments to these resolutions.2

2. Following a request of the Governing Body for reports by governments under article 19 of the Constitution, the Committee of Experts on the Application of Conventions and Recommendations examined in March 1969 the ratification prospects and difficulties as regards seventeen Conventions chosen among the most important instruments, including human rights Conventions, adopted over the years. On the basis of this survey by the Committee of Experts, the Conference Committee on the Application of Conventions and Recommendations expressed the hope "that the interest and impetus generated by the anniversary year will constitute a starting point for further regular action on the part of governments so that the Governing Body and the General Conference of the ILO will be able at future sessions to note a continued upward trend in the level of ratifications."

3. In pursuance of this wish, the present progress report is intended to review briefly the ratification outlook for the seventeen Conventions in question. Starting with the information contained in the above-mentioned survey, the Committee of Experts survey made by the Committee of Experts, it takes account of other pertinent data received more recently including in particular official information supplied by governments during the 53rd (1969) Session of the Conference.

4. The Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 98), has thus far been ratified by eighty-nine countries, including three which ratified it during the anniversary year. In addition, the Convention has been submitted for approval to the competent authorities in two countries and its ratification is being prepared in three others.

5. The Right to Organise and Collective Bargaining Convention, 1949 (No. 99), has thus far been ratified by eighty-nine countries, including three which ratified it during the anniversary year. In addition, the Convention has been submitted for approval to the competent authorities in two countries and its ratification is being prepared in three others.

6. The Forced Labour Convention, 1930 (No. 29), has thus far been ratified by 104 countries, including four which ratified it during the anniversary year. In addition, ratification of the Convention is being prepared in one country.

7. The Abolition of Forced Labour Convention, 1957 (No. 105), has thus far been ratified by eighty-five countries, including two which ratified it during the anniversary year. In addition, ratification of the Convention has been approved by the competent authorities in two countries, the Convention has been submitted for approval to the competent authorities in one country and its ratification is being prepared in another.

8. The Discrimination (Employment and Occupation) Convention, 1958 (No. 111), has thus far been ratified by seventy-one countries, including five which ratified it during the anniversary year. In addition, ratification of the Convention has been approved by the competent authorities in one country, the Convention has been submitted to the competent authorities for approval in three countries and its ratification is being prepared in three others.

9. The Equal Remuneration Convention, 1951 (No. 100), has thus far been ratified by sixty-nine countries, including four which ratified it during the anniversary year. In addition, ratification of the Convention has been approved by the competent authorities in one country, the Convention has been submitted for approval to the competent authorities in three countries and its ratification is being prepared in four others.

10. The Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117), has thus far been ratified by nineteen countries, including three which ratified it during the anniversary year. In addition, ratification of the Convention has been approved by the competent authorities in one country, the Convention has been submitted for approval to the competent authorities in four countries and its ratification is being prepared in four others.

11. The Labour Inspection Convention, 1947 (No. 81), has thus far been ratified by seventy-six countries, including one which ratified it during the anniversary year. In addition, ratification of the Convention has been approved by the competent authorities in three countries and the Convention has been submitted for approval to the competent authorities in one country.

12. The Employment Service Convention, 1948 (No. 88), has thus far been ratified by fifty-one countries, including three which ratified it during the anniversary year. In addition, the Convention has been submitted for approval to the competent authorities in two countries.

13. The Employment Policy Convention, 1964 (No. 129), has thus far been ratified by twenty-nine countries, including seven which ratified it during the anniversary year. In addition, ratification of the Convention has been approved by the competent authorities in three countries, the Convention has been submitted for approval to the competent authorities in seven countries and its ratification is being prepared in six others.

14. The Minimum Wage-Fixing Machinery Convention, 1928 (No. 26), has thus far been ratified by thirty-two countries, including three which ratified it during the anniversary year. In addition, ratification of the three countries.

15. The Minimum Wage Fixing Machinery (Agriculture) Convention, 1957 (No. 91), has thus far been ratified by thirty-two countries, including three which ratified it during the anniversary year. In addition, ratification of
the Convention has been approved by the competent authorities in two countries, the Convention has been submitted for approval to the competent authorities in three others and its ratification is being prepared in two countries.

16. The Protection of Wages Convention, 1949 (No. 95), has thus far been ratified by sixty-three countries, including twenty countries, including one which ratified it during the anniversary year. In addition, ratification of the Convention has been approved by the competent authorities in one country, the Convention has been submitted for approval to the competent authorities in three others and its ratification is being prepared in one country.

17. The Social Security (Minimum Standards) Convention, 1952 (No. 102), has thus far been ratified by twenty-four countries, including one which ratified it during the anniversary year. In addition, the Convention has been submitted for approval to the competent authorities in three countries, the Convention has been approved by the competent authorities in two countries, the Convention has been submitted for approval to the competent authorities in eight countries and its ratification is being prepared in four others.

18. The Equality of Treatment (Social Security) Convention, 1962 (No. 118), has thus far been ratified by twenty-one countries, including four which ratified it during the anniversary year. In addition, ratification of the Convention has been approved by the competent authorities in two countries, the Convention has been submitted for approval to the competent authorities in three countries and its ratification is being prepared in three others.

19. The Minimum Age (Industry) Convention (Revised), 1937 (No. 59), has thus far been ratified by twenty-four countries, including two which ratified it during the anniversary year. In addition, the Convention has been submitted for approval to the competent authorities in one country and its ratification is being prepared in two others.

20. The Maternity Protection Convention (Revised), 1952 (No. 103), has thus far been ratified by eleven countries, including one which ratified it during the anniversary year. In addition, ratification of the Convention has been approved by the competent authorities in three countries, the Convention has been submitted for approval to the competent authorities in three countries and its ratification is being prepared in two others.

21. To sum up, of the 124 ratifications thus far registered during the anniversary year, forty-six related to the human rights and other key Conventions. It appears in addition, as indicated above, that twenty-one ratifications of these Conventions have been approved by the competent authorities in ten countries, that forty-three ratifications have been submitted for approval to the competent authorities in twelve countries, and that thirty-eight further ratifications of the Conventions are being prepared in twenty-three countries.

Fifth Supplementary Report

Award of the Nobel Peace Prize for 1969

Recommendations by the Officers of the Governing Body.

1. The Officers of the Governing Body have taken note with great satisfaction of the letter reproduced in the first supplementary report of the Director-General and recommend that the Governing Body decide, in accordance with article 12 (2) of the Financial Regulations, to authorise the Director-General to accept on behalf of the International Labour Organisation the Nobel Peace Prize for 1969.

2. In the letter from Mrs. Aase Lionaes and Dr. August Schou the ILO is invited to send a representative to Oslo on 10 December 1969 to receive the prize, and attention is drawn to the rule whereby the prizewinner is to give a lecture on his work in Oslo, preferably on 11 December.

3. The Director-General proposed that he be accompanied to Oslo by a tripartite delegation consisting of the Officers of the Governing Body. The Officers accepted this proposal. The cost of this delegation would be charged to item 2 of the Programme and Budget.

4. The Governing Body is accordingly invited (a) to authorise the Director-General to go to Oslo to receive the Nobel Peace Prize award in the name of the International Labour Organisation and (b) to appoint a tripartite delegation consisting of the Officers of the Governing Body to accompany him.

5. The Nobel Peace Prize for 1969 carries with it an award of 375,000 Swedish crowns (approximately $75,000). In the view of the Officers, it would be appropriate to use this award to constitute a special Nobel Peace Prize Fund. The Director-General might be requested to make proposals to the Governing Body at an early date as to the use of this Fund.

Sixth Supplementary Report

Composition of the Governing Body

Workers’ Group.

1. By letter dated 18 November 1969 Lord Collison informed the Director-General of his resignation as a Worker member of the Governing Body, with effect from 18 November 1969. In accordance with article 5, paragraph 5, of the Standing Orders of the Governing Body, it rests with the Workers’ group to fill a vacancy occurring among the Worker members of the Governing Body during an interval between sessions of the Conference.

2. In conformity with these provisions the Workers’ group on 18 November 1969 appointed Mr. Cyril Plant, OBE, member of the General Council of the United Kingdom Trades Union Congress and General Secretary of the Inland Revenue Staff Federation, to fill the vacancy caused by the resignation of Lord Collison.

Seventh Supplementary Report

Report of the Officers of the Governing Body

Representation of Intergovernmental Organisations at the Third African Regional Conference.

1. The Officers understand that the East African Community and the African Development Bank would welcome an invitation to be represented at the Third African Regional Conference (Accra, 8-19 December 1969).

2. The Officers recommend the Governing Body to extend to the East African Community and the African Development Bank an invitation to be represented at the Third African Regional Conference.

Representation of Non-Governmental Organisations at the Third African Regional Conference.

3. The Director-General has received requests from the International Confederation of Arab Trade Unions, the International Federation of Plantation, Agricultural and Allied Workers, the Postal, Telegraph and Telephone International, the Organisation of Employers’ Federations and Employers in Developing Countries, and the World Young Women’s Christian Association to be represented by observers at the Third African Regional Conference.

See eighth sitting.
4. Having satisfied themselves that the organisations in question have an interest in the work of the African Regional Conference, the Officers unanimously recommend the Governing Body to invite the International Confederation of Arab Trade Unions, the International Federation of Plantation, Agricultural and Allied Workers, the Postal, Telegraph and Telephone International, the Organisation of Employers' Federations and Employers in Developing Countries, and the World Young Women's Christian Association to be represented by observers at the Third African Regional Conference.

Eighth Supplementary Report ¹

Programme of Governing Body Meetings ²:

Supplementary Note

1. The Governing Body has before it a paper suggesting a number of adjustments in its standard programme of meetings in years when it is not called upon to consider programme and budget proposals. In 1970, however, owing to special circumstances, it will be difficult to give effect to these suggestions in the manner contemplated. It is therefore suggested that the Governing Body should postpone for the time being any decision on its long-term programme of meetings and merely approve such adjustments as may be necessary in the programme for its 178th Session (February-March 1970).

2. In the first place, although the Director-General intends to submit to the Financial and Administrative Committee at that session the usual report on budgetary performance, it will not be possible to submit also the report on the implementation of the programme under the 1969 budget. Review of the implementation of the programme in 1969 coincides with preparatory work on the long-term programme, which is to be undertaken for the first time, and the resulting substantial workload for the various departments will preclude preparing a sufficiently thorough paper on programme implementation in time for the February-March session of the Governing Body.

3. The Financial and Administrative Committee will therefore be called upon to deal only with the financial report mentioned above, the review in depth of the occupational safety and health programme and current business. Five sittings during the second week would probably suffice for this purpose. Four are provided for in the standard programme, and it would be possible to provide for a fifth on the morning of Tuesday, 24 February, instead of an extra sitting of the Building Subcommittee. To judge from the experience of the present session, this extra sitting would probably be unnecessary. Provision would also be made for an extraordinary meeting, for limited business, of the Committee on Industrial Committees (see annex).

5. The Committee meetings provided for in the first week (16-20 February) would thus be cancelled.

6. The Working Party on the Structure of the ILO which the Governing Body has decided to set up ³ could meet either one month before the Governing Body session (for example during the week from 12 to 16 January) or immediately before that session in the week from 16 to 20 February, during which no other meetings would be held.

7. The Programme and Budget for 1970-71 does not contain provision for Governing Body meetings apart from the three normal sessions. If a meeting of the Working Party on Structure is held in January 1970 the Office will have to pay the additional travel and subsistence costs of the members. These costs are estimated at $20,000.

8. The Governing Body may wish:

(a) to approve the programme for its 178th Session (February-March 1970) as contained in the annex;

(b) to fix the dates of the meeting of the Working Party on Structure; and

(c) if it decides to convene the meeting of the Working Party on Structure in January 1970, to decide further that the cost of this meeting, estimated at $20,000, should be financed from savings within item 2 of the Programme and Budget for 1970-71 or by transfer from some other item in Part 1 of the programme and budget or, if this proves impossible, by a charge to item 18 (unforeseen expenditure).

ANNEX

PROPOSED PROGRAMME OF MEETINGS FOR THE 178TH SESSION OF THE GOVERNING BODY

(February-March 1970)

Monday, 23 February:

10 a.m. Committee on Freedom of Association. Building Subcommittee.

3 p.m. Committee on Freedom of Association. Allocations Committee.

Tuesday, 24 February:

10 a.m. Financial and Administrative Committee. Fiftieth Anniversary Committee.

3 p.m. Allocations Committee.

Committee on Industrial Committees (extraordinary meeting for limited business).

Wednesday, 25 February:

10 a.m. Financial and Administrative Committee.

3 p.m. Financial and Administrative Committee.

Thursday, 26 February:

10 a.m. Financial and Administrative Committee.

3 p.m. Financial and Administrative Committee.

Friday, 27 February:

10 a.m. International Organisations Committee.

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

3 p.m. International Organisations Committee.

Saturday, 28 February:

Monday, 2 March:

10 a.m. Group meetings.

3 p.m. Employers' group.

Workers' group.

Tuesday, 3 March to Friday, 6 March

10 a.m. and Governing Body.

3 p.m.

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¹ See eighth sitting.
² See above, second supplementary report.
³ See third and eighth sittings and Appendix III.
APPENDIX XXIII

Twenty-third Item on the Agenda: Programme of Meetings

First Paper

Fourteenth Session of the Asian Advisory Committee

1. The programme of meetings as fixed by the Governing Body calls for the 14th Session of the Asian Advisory Committee to be held for twelve days during the second half of September 1970. At the 176th Session of the Governing Body the Indonesian Government representative indicated that his Government was prepared to act as host to the Committee and that an official invitation would be extended in due course. That invitation has now been received.

2. The Governing Body will no doubt wish to accept with gratitude the generous invitation of the Indonesian Government and to decide that the session shall be held in Indonesia from 14 to 25 September 1970.

Second European Regional Conference

3. At its 176th Session the Governing Body postponed consideration of the question of fixing new dates for the Second European Regional Conference, which was to have been held in Geneva from 2 to 14 December 1968, to the present session.5

4. While the Director-General is not yet in a position to make formal proposals on this matter, he is making plans on the assumption that it will be possible to convene the Conference late next year after the November session of the Governing Body.

5. He will submit formal proposals to the Governing Body during the first half of 1970 and will at that time submit, through the Financial and Administrative Committee, proposals concerning the method of financing the Conference. Meanwhile, no action by the Governing Body is called for at the present session.

Second Paper

Programme for 1969

Technical Governmental Conference on Rhine Boatmen.

1. The Governing Body is invited under another item of its agenda to approve arrangements for the holding of this Conference in Geneva from 8 to 13 December 1968, to the present session.6

2. While the Director-General is not yet in a position to make formal proposals on this matter, he is making plans on the assumption that it will be possible to convene the Conference late next year after the November session of the Governing Body.

3. He will submit formal proposals to the Governing Body during the first half of 1970 and will at that time submit, through the Financial and Administrative Committee, proposals concerning the method of financing the Conference. Meanwhile, no action by the Governing Body is called for at the present session.

Programme for 1970

Ninth Conference of American States Members of the International Labour Organisation.

2. At its 174th Session the Governing Body gratefully accepted the invitation of the Government of Venezuela to hold the Ninth Conference of American States Members of the International Labour Organisation in Caracas, and at its 176th Session it fixed the dates for the Conference at 27 April-8 May 1970.1

3. After consultation with the Government of Venezuela and in order to meet the convenience of the Government, the Director-General now proposes that the dates for the Conference should be brought forward by two weeks, i.e. to 23-24 April. If the Governing Body agrees to these dates, it will be necessary to reduce the period for the despatch of reports to governments from three months to two in respect of the technical reports and from two months to six weeks in respect of the Report of the Director-General.

4. The Governing Body is accordingly invited to agree that the Ninth Conference of American States Members of the ILO shall be held from 23 to 24 April 1970.


5. The programme of meetings approved by the Governing Body at its 176th Session calls for this meeting to be held for twelve days in Paris in the course of 1970.2 The dates now fixed, in agreement with UNESCO, are 27 April-8 May 1970.

Joint ILO/IMCO Committee on Maritime Safety Training.

6. The Governing Body will have before it under the nineteenth item of its agenda proposals for the holding of a meeting of the Joint ILO/IMCO Committee on Maritime Safety Training in 1970. This meeting was to have been held in 1969, but the co-sponsoring organisation has indicated that it would not be able to participate in such a meeting before 1970.3


7. In the programme of meetings adopted by the Governing Body at its 176th Session provision was made for the holding of this Seminar for a period of two weeks in 1970 or 1971.4 Further proposals are now before the Governing Body in the report of its Committee on Discrimination concerning the holding of the Seminar.4

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2 See Minutes of the 176th Session of the Governing Body, Single Sitting, p. 12, and Appendix VI, p. 22.

3 See Appendix XIX, first paper, para. 25.

4 See Appendix XVII, paras. 8-11.


6 See Minutes of the 176th Session of the Governing Body, Single Sitting, p. 12, and Appendix VI, p. 22.

7 See Appendix XIX, first paper, para. 25.

8 See Appendix XVII, paras. 8-11.
APPENDIX XXIV

Twenty-fourth Item on the Agenda: Appointment of Governing Body Representatives on Various Bodies

[No paper was submitted to the Governing Body on this item on its agenda.]
APPENDIX XXV

Alphabetical List of Persons Attending the Session

ABATE, Abebe (Ethiopia), Employer deputy member; Executive Secretary, Employers’ Federation.

ABIDI ALI, MP (India), Workers’ representative; President, Indian Trade Union Congress.

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

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 observer.

AHSAN, A. K. M., TQA, CSP (Pakistan), Government deputy member; Secretary, Ministry of Health, Labour and Family Planning.


ASLANIAN, Racha Grantovich (USSR), Chief of Service, International Relations Section, State Labour and Wages Committee, Council of Ministers; accompanying Mr. Goroshkin, Government representative.

ASSCHER, Jacques, representative of the Office of the United Nations High Commissioner for Refugees; Chief of the Secretariat.

BANNERMAN-MENSON, Frank (Ghana), Employers’ representative; Deputy Chief Executive, Ghana Employers’ Association.

BASTID, Auguste (Ivory Coast), Employer deputy member; Vice-President, Inter-occupational Association of the Ivory Coast.

BECKER, Aaron, M. K. (Israel), Workers’ representative; Secretary-General, General Federation of Labour (Histadrut).

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

BEZZEDINE, Mahmoud (Tunisia), Workers’ representative; Deputy General Secretary in charge of external relations and social legislation, Tunisian General Labour Union (UGTT).

BENSEDDIK, Mahjub (Morocco), Workers’ representative; General Secretary, Moroccan Federation of Labour; President, All-African Trade Union Federation.

BERGENSTRÖM, Gullmar (Sweden), Employers’ representative; Director, Swedish Employers’ Confederation; Vice-Chairman of the Governing Body.

BESTERMAN, Walter M., representative of the Intergovernmental Committee for European Migration; Deputy Director.

BIDART DE LÓPEZ, Mrs. Maria Elena (Uruguay), Minister-Counsellor, Permanent Mission of Uruguay to the United Nations Office and the specialised agencies in Geneva; substitute representative of the Government of Uruguay on the Governing Body.

BIDMON, Miss Helga (Austria); Attaché Permanent Mission of Austria to the United Nations Office and other specialised agencies in Geneva; accompanying Mr. Kanler, Government observer.

BO-BOLIKO, André (Congo (Kinshasa)), Worker deputy member; General Secretary, National Union of Congolese Workers.

BOGGIOTTI, Giuseppe, observer representing the World Federation of Trade Unions; Permanent Representative in Geneva of the WFTU.

BOSON, Marcel, observer representing the International Co-operative Alliance.

BRAGGIOTTI, D. Chadwick, representative of the Organisation of American States; Deputy Representative, European Office.

BRATTSTRÖM, Stig (Sweden), Government observer; First Secretary, Permanent Mission of Sweden to the United Nations Office and the international organisations in Geneva.

BRIKI, Yahia (Algeria), Government deputy member; Director of Labour and Social Affairs, Ministry of Labour and Social Affairs.

BRILLANTES, Hortencio J. (Philippines), Government observer; Ambassador Extraordinary and Plenipotentiary; Permanent Representative of the Philippines to the United Nations Office and other international organisations in Geneva.

BROWN, A. D. (Australia), First Secretary, Permanent Mission of Australia to the United Nations Office in Geneva; accompanying Mr. Loveday, Government observer.


BUKHARI, S. A. D., PFS (Pakistan), Deputy Permanent Representative of Pakistan to the United Nations Office in Geneva; substitute for Mr. Ahsan, Government deputy member.

CARRASCO, Germán (Chile), Counsellor; Deputy Permanent Representative of Chile to the United Nations Office and the international organisations in Geneva; substitute for Mr. Yávar, Government deputy member.

CASSON, Peter, Senior Co-ordination Officer, Office of the Director-General, United Nations Office in Geneva; accompanying Mr. Kittani, representing the United Nations.
CHANDRASEKHARAN, P. H., Assistant to the Secretary-General; accompanying Mr. Lagasse, observer representing the International Organisation of Employers.

CHOCHOLUŠEK, Miloslav (Czechoslovakia), Second Secretary, Ministry of Foreign Affairs; accompanying Mr. Tomášek, Government representative.

COLLISON, Lord, CBE (United Kingdom), Workers' representative; member, General Council of the Trades Union Congress; Chairman, Supplementary Benefits Commission.

COLD, Gunnar (Denmark), Government deputy member; Permanent Secretary, Ministry of Labour; representative of the Government of Denmark on the Governing Body.

CORBEIL, Jacques J. (Canada), Consul; Second Secretary, Permanent Mission of Canada to the United Nations Office in Geneva; accompanying Mr. Mainwaring, Government representative.

Cruzado Zavala, Julio (Peru), Worker deputy member; General Secretary, Workers' Federation of Peru.

Cuenod, J., Inter-Agency Programmes Co-ordinator; accompanying Mr. Asscher, representing the Office of the United Nations High Commissioner for Refugees.

Cumplido, Fanor (Brazil), Minister for Commercial Questions, Permanent Delegation of Brazil to the United Nations Office and other international organisations in Geneva; substitute for Mr. Fração, Government representative.

Dall, Hans, representative of the Food and Agriculture Organisation of the United Nations; European Liaison Office, Freedom from Hunger Campaign.

Dall, Mrs. Stina (Sweden), accompanying Mr. Bergenström, Employers' representative.

Dam-Sy-Hien (Viet-Nam), Government representative; Minister of Labour; representative of the Government of the Republic of Viet-Nam on the Governing Body.

Darcy de Oliveira, Miguel (Brazil), Secretary of Embassy, Permanent Delegation of Brazil to the United Nations Office and other international organisations in Geneva; accompanying Mr. Fração, Government representative.

Darsa, Irawan (Indonesia), First Secretary, Permanent Mission of Indonesia to the United Nations Office and the international organisations in Geneva; accompanying Mr. Njotowijono, Government representative.

Datcu, Ion (Rumania), Government representative; Ambassador; Permanent Representative of the Socialist Republic of Rumania to the United Nations Office and the specialised agencies in Geneva.

Dawson, A. W. (New Zealand), Government observer; Second Secretary, Permanent Mission of New Zealand to the United Nations Office in Geneva.

De Bock, Nathalis (Belgium), Worker deputy member; Deputy Secretary-General, Belgium 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.

De Long, Allen R. (United States), Assistant General Counsel for Industrial Relations, Department of Commerce; accompanying Mr. Hildebrand, Government representative.

Dengue, A. (Congo (Brazzaville)), Chief, Family Allowance Department, National Social Insurance Fund; substitute for Mr. Kimbala, Government deputy member.

Denys, Jacques G. (Belgium), Counsellor; Head of the International Relations Service, Ministry of Employment and Labour; substitute for Mr. Smets, Government deputy member.

Diallo, Dramé (Congo (Brazzaville)), Employer deputy member; General Representative of Kronenburg; Commercial Director of Kronenburg Breweries; President of the Chamber of Commerce.

Dittmann, H. W., representative of the General Agreement on Tariffs and Trade; Assistant Director-General, External Relations Section.

Djoukissi, Pascal (Central African Republic), Labour Inspector; substitute for Mr. Franck, Government representative.

Do-Lai-Ky (Viet-Nam), Counsellor, Permanent Mission of Viet-Nam to the United Nations Office and the international organisations in Geneva; accompanying Mr. Dam-Sy-Hien, Government representative.

Dražič, Zdeněk (Czechoslovakia), Chief of Section, Federal Ministry of Labour and Social Affairs; accompanying Mr. Tomášek, Government representative.

Dumont, Alberto Felipe (Argentina), Minister, Permanent Mission of the Republic of Argentina to the United Nations Office and the international organisations in Geneva; substitute for Mrs. Zaefferer de Goyeneche, Government deputy member.

Duquene, A., representative of the Commission of the European Communities; Senior Administrative Officer, Directorate-General of Social Affairs.

Dvir, Ze'ev (Israel), Government observer; First Secretary, Permanent Mission of Israel to the United Nations Office and the international organisations in Geneva.

Eggermann, Georges, observer representing the World Confederation of Labour; Permanent Representative in Geneva of the WCL.


Erdmann, Ernst Gerhard (Federal Republic of Germany), Employers' representative; Deputy Director-General, Confederation of German Employers' Associations.

Farman Farmaan, Djamchid (Iran), Government deputy member; Special Adviser for International Affairs, Ministry of Labour and Social Affairs; representative of the Government of Iran on the Governing Body.

Faupl, Rudolph (United States), Workers' representative; International Representative, International Association of Machinists and Aerospace Workers.


Flannery, Francis (United States), ILO Staff Adviser, Chamber of Commerce of the United States; substitute for Mr. Neilan, Employers' representative.

Fogam, Gabriel B. (Cameroon), Workers' representative; General Secretary, West Cameroon Trade Union Congress.

1 Replaced on 19 November by Mr. Plant.
DA FONSECA COSTA Couto, Mauro Sergio (Brazil), First Secretary of Embassy, Permanent Delegation of Brazil to the United Nations Office and other international organisations in Geneva; substitute for Mr. Frazão, Government representative.

FRANCK, Antonio (Central African Republic), Government representative; Minister of the Civil Service and Labour; representative of the Central African Republic on the Governing Body.

FRAZÃO, Sergio Armando (Brazil), Government representative; Ambassador; Permanent Representative of Brazil to the United Nations Office and other international organisations in Geneva.

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

GEORGET, Henri (Niger), Employers’ representative; public works contractor.

GERBOV, V. M. (USSR), First Secretary, International Economic Organisations Section, Ministry of Foreign Affairs; accompanying Mr. Goroshkin, Government representative.

GHALL, Mohamed (Tunisia), Employer deputy member; Director-General, Manoubou Tanneries; member of the Executive Board and External Relations Officer, Tunisian Confederation of Industry, Commerce and Handicrafts (UTICA).

GHAYOUR, Massoud (Iran), Employers’ representative; member of the Governing Board, Iran Chamber of Industries and Mines; member of the Higher Labour Council.

GOOSE, R., Geneva Office; accompanying Mr. Heyer, observer representing the International Confederation of Free Trade Unions.

GORITZA, Ion (Rumania), Third Secretary, Permanent Mission of the Socialist Republic of Rumania to the United Nations Office and the specialised agencies in Geneva; accompanying Mr. Datcu, Government representative.

GOROSHKIN, Ivan Vasilevich (USSR), Government representative; Vice-Chairman, State Labour and Wages Committee, Council of Ministers; representative of the Government of the USSR on the Governing Body.

GREEN, Miss Barbara (United Kingdom), Assistant Secretary, Department of Employment and Productivity; accompanying Mr. Heron, Government representative.

GREVER, René (Switzerland), Government observer; Assistant to the Directorate, Federal Office of Industry, Arts and Crafts, and Labour.

GRIFFIN, Hector (Venezuela), Permanent Delegation of Venezuela to the United Nations Office and the international organisations in Geneva; accompanying Mr. Leañez Sievert, Government deputy member.

GRITA, Bruno (Italy), Counsellor, Ministry of Labour and Social Welfare; accompanying Mr. Ago, Government representative.

GROS ESPIELL, Héctor (Uruguay), Government representative; 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; Chairman of the Governing Body.

HAFSTRÖM, E. (Sweden), International Secretary, Swedish Employers’ Confederation; substitute for Mr. Bergeström, Employers’ representative.

HASSAN, Ibrahim El-Falkh (Libya), Government representative; Director, National Social Insurance Institute.

HEALY, T. (United Kingdom), Head, International Labour Department, Confederation of British Industry; substitute for Mr. Henniker-Heaton, Employers’ representative.

HEISE, Bernt (Federal Republic of Germany), Chief, International Social Policy Division, German Confederation of Trade Unions (DGB); substitute for Mr. Beer- mann, Workers’ representative.

HENAO, Javier (Colombia), First Secretary, Permanent Mission of Colombia to the United Nations Office in Geneva; accompanying Mr. Oviedo, Government representative.

HENNIKER-HEATON, Clement Algernon Charles, CBE (United Kingdom), Employers’ representative; Director, British Textile Employers’ Association.

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

HERON, Conrad Frederick, CBE (United Kingdom), Government representative; Deputy Under-Secretary of State, Department of Employment and Productivity; representative of the United Kingdom Government on the Governing Body.

HETATA, Mohamed Aziz, representative of the League of Arab States; Third Secretary, Permanent Delegation of the League of Arab States in Geneva.

HEYER, Albert, observer representing the International Confederation of Free Trade Unions; Director, Geneva Office; Secretary of the Workers’ group.

HILDEBRAND, George H. (United States), Government representative; Deputy Under-Secretary of Labor for International Affairs, Department of Labor.


ILUC, Miss Zagorka (Yugoslavia), Government observer; Second Secretary, Permanent Delegation of Yugoslavia in Geneva.

JARAMILLO, Felipe (Colombia), Counsellor, Mission of Colombia to the United Nations Office in Geneva; substitute for Mr. Oviedo, Government representative.

KABORE, Dominique (Upper Volta), Government representative; Minister of Labour and of the Civil Service.

KAHARA, N. (Japan), accompanying Mr. Shioji, Workers’ representative.

KANDEMIR, Nézhet (Turkey), Government observer; Deputy Permanent Delegate of Turkey to the United Nations Office in Geneva.

KANLER, Franz (Austria), Government observer; Chief of Section, Federal Ministry of Social Administration.

KÄRKKÄINEN, Pertti (Finland), Head, International Institute; accompanying Mr. Frazäo, Government representative.

KHATTABI, Mohamed Al-Arbi (Morocco), Government observer; Counsellor; Permanent Mission of the Kingdom of Morocco to the United Nations Office and the international organisations in Geneva.

KIMBALA, Joseph (Congo (Brazzaville)), Government deputy member; Labour Administrator in charge of international relations.


KOKU, Simeon Olujinmi, MFR (Nigeria), Government representative; Permanent Secretary, Federal Ministry of Labour; representative of the Government of Nigeria on the Governing Body.

KRISHNAN, Natarajan (India), Permanent Representative of India to the United Nations Office in Geneva; substitute for Mr. Nayak, Government representative.

KUNOGI, Yukiyoshi (Japan), Counsellor, Permanent Delegation of Japan to the international organisations in Geneva; accompanying Mr. Nakayama, Government representative.

LAGASSE, Raphaël, observer representing the International Organisation of Employers; Secretary-General of the IOE; Secretary of the Employers' group.

LAHDRI, Taieb (Algeria), Technical Adviser, Ministry of Labour and Social Affairs; substitute for Mr. Brik, Government deputy member.

LÁNG, K. J. (Finland), Government observer; Head of Department, Ministry of Social Affairs and Health.

LAPONTE, P. A. (Canada), Consul; First Secretary, Permanent Mission of Canada to the United Nations Office in Geneva; accompanying Mr. Mainwaring, Government representative.

LARRAIN, Luis (Chile), Second Secretary, Permanent Mission of Chile to the United Nations Office and the international organisations in Geneva; accompanying Mr. Yávar, Government deputy member.

LARRUE, Gérald (France), Regional Director of Labour and Employment, Ministry of Labour, Employment and Population; substitute representative of the Government of France on the Governing Body.

LAWYER, John E. (United States), Director, Office of International Organisations Affairs, Bureau of International Labour Affairs, Department of Labor; substitute for Mr. Hildebrand, Government representative.

LEÁÑEZ SIEVERT, Carlos (Venezuela), Government deputy member; Ambassador; Permanent Delegate of Venezuela to the United Nations Office and the international organisations in Geneva; representative of the Government of Venezuela on the Governing Body.


LEHMANN, Hanan (Israel), Histadrut representative in Europe; accompanying Mr. Becker, Workers' representative.


LINDBERG, Ingmar (Sweden), Head of Section, Ministry of Social Affairs; accompanying Mr. Brattström, Government observer.

LOPEZ, Miss María Clemencia (Venezuela), Second Secretary, Permanent Delegation of Venezuela to the United Nations Office and the international organisations in Geneva; accompanying Mr. Leáñez Sievert, Government deputy member.

LOUFT, Roger (France), Worker deputy member; Confidential Secretary, General Confederation of Labour—Fédération ouvrière.

LOVEDAY, H. M., MBE (Australia), Government observer; Ambassador; Permanent Representative of Australia accredited to the United Nations Office in Geneva.

LOW, Werner (Federal Republic of Germany), Adviser, Confederation of German Employers' Associations; accompanying Mr. Erdmann, Employers' representative.

MAHJUB, Mohammed (Libya), Assistant Director-General of Labour for Manpower, Ministry of Labour; accompanying Mr. Hassan, Government representative.

MAINWARING, John (Canada), Government representative; Director, International Labour Affairs Branch, Department of Labour; substitute representative of the Government of Canada on the Governing Body.

MANESCU, Constantin (Rumania), Director, Ministry of Labour; substitute for Mr. Datcu, Government representative.

MARTÍNEZ COBO, José Ricardo (Ecuador), Government representative; Ambassador; Permanent Representative of Ecuador to the United Nations Office and the specialised agencies in Geneva.

MARTÍNEZ TONO, Rodolfo (Colombia), Director, National Apprenticeship Service; accompanying Mr. Oviedo, Government representative.

MASSARANT, Emanuel (Brazil), Attaché, Permanent Delegation of Brazil to the United Nations Office and other international organisations in Geneva; accompanying Mr. Frazão, Government representative.

MBATHI, T. K. B. (Kenya), Government representative; Permanent Secretary, Ministry of Labour; representative of the Government of Kenya on the Governing Body.

MELAMED, Moshe (Israel), Second Secretary, Permanent Mission of Israel to the United Nations Office and the international organisations in Geneva; accompanying Mr. Dvir, Government observer.

MERCADO, José Raquel (Colombia), Worker deputy member; President, Confederation of Colombian Workers (CTC).

DE MERLIS, Guy (Canada), Labour Counsellor, Canadian Embassy, Brussels; substitute for Mr. Mainwaring, Government representative.

MITRAN, Costel (Rumania), Second Secretary, Permanent Mission of the Socialist Republic of Rumania to the United Nations Office in Geneva; accompanying Mr. Datcu, Government representative.

MOCHI-ONORI, Manuzio (Italy), Chief, Bureau IV of the Vocational Training and General Labour Questions Department, General Confederation of Italian Industry; accompanying Mr. Salvi, Employers' representative.


MONTT BALMACEDA, Manuel (Chile), Employer deputy member; Chief, Legal Department, Sociedad de Fomento Fabril.

MORGAN, Alan Michael, CMG (United Kingdom), Assistant Under-Secretary of State, Department of Employment and Productivity; substitute representative of the United Kingdom Government on the Governing Body.

MÖR, Jean (Switzerland), Workers' representative; former Secretary, Swiss Federation of Trade Unions; Vice-Chairman of the Governing Body.
MORRIS, Joseph (Canada), Workers' representative; Executive Vice-President, Canadian Labour Congress.

MPYISI, Eldad John Basaza (Uganda), Government deputy member; Permanent Secretary and Labour Commissioner, Ministry of Labour; representative of the Government of Uganda on the Governing Body.

MRACHKOV, Vassil (Bulgaria), Chief Expert, Ministry of Labour and Social Assistance; accompanying Mr. Petrov, Government deputy member.

MURIN Štefan (Czechoslovakia), First Secretary, Permanent Mission of the Czechoslovak Socialist Republic to the United Nations Office in Geneva; accompanying Mr. Tomášek, Government representative.

NAGY, Jenő (Hungary), Government observer; First Secretary; Deputy Permanent Representative of the Hungarian People's Republic to the United Nations Office in Geneva.

NÁJERA ESPINOSA, José A. (Ecuador), Minister; Deputy Permanent Representative of Ecuador to the United Nations Office in the specialised agencies in Geneva; substitute for Mr. Martínez Cobo, Government representative.

NAKAYAMA, Yoshihiro (Japan), Government representative; Ambassador Extraordinary and Plenipotentiary; Permanent Delegate of Japan to the international organisations in Geneva; representative of the Government of Japan on the Governing Body.

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

NAYAK, P. M. (India), Government representative; Secretary to the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment).

NEILAN, Edwin P. (United States), Employers' representative; Chairman of the Board, Bank of Delaware.

NITZA, Nicolae (Rumania), Deputy Director, Ministry of Labour; accompanying Mr. Datcu, Government representative.


NJOIWJONO, Umarjadi (Indonesia), Government representative; Ambassador; Permanent Representative of Indonesia accredited to the United Nations Office and the international organisations in Geneva; representative of the Government of Indonesia on the Governing Body.

NØRAGER, Anton (Denmark), Assistant Chief, International Department, Ministries of Labour and Social Affairs; substitute representative of the Government of Denmark on the Governing Body.

NTANDAYARWO, Valentine Kikafunda (Uganda), Senior Labour Officer; accompanying Mr. Mpyisi, Government deputy member.

OECHSLIN, Jean-Jacques (France), Chief, ILO Relations Service, National Council of French Employers; substitute for Mr. Waline, Employers' representative.

ØKSNES, K. J. (Norway), Government observer; Director-General, Ministry of Social Affairs.

ORTÍZ RODRÍGUEZ, Frank (Cuba), Government observer; First Secretary, Permanent Mission of Cuba to the United Nations Office and the international organisations in Geneva.

OSIECKI, Jerzy (Poland), Government observer; First Secretary, Permanent Representation of the Polish People's Republic to the United Nations Office and the specialised agencies in Geneva.

OSUNA, José (Chile), Attaché, Permanent Mission of Chile to the United Nations Office and the international organisations in Geneva; accompanying Mr. Yávar, Government deputy member.

OVIEDO, Antonio (Colombia), Government representative; Ambassador; Permanent Representative of Colombia accredited to the United Nations Office in Geneva; representative of the Government of Colombia on the Governing Body.


PANIKKAR, K. B., Deputy Permanent Representative in Geneva, World Federation of Trade Unions; accompanying Mr. Boglietti, observer representing the WFTU.

PANKERT, A., Assistant to the Secretary-General; accompanying Mr. Lagasse, observer representing the International Organisation of Employers.

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

PAULA LOPES, Rodolfo (Brazil), Attaché, Permanent Delegation of Brazil to the United Nations Office and other international organisations in Geneva; accompanying Mr. Frazão, Government representative.

PAVEC, Albert (France), First Secretary, Permanent Mission of France to the United Nations Office and the specialised agencies in Geneva; accompanying Mr. Farodi, Government representative.

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. Hildebrand, Government representative.

PESHKOV, Vasily Ivanovich (Byelorussia), Government observer; Permanent Representative of the Byelorussian SSR to the United Nations Office and the international organisations in Geneva.

PETROV, T. (Bulgaria), Government deputy member; Ambassador; Permanent Representative of the People's Republic of Bulgaria to the United Nations Office and the international organisations in Geneva.

PHAM-VAN-TRINH (Viet-Nam), Third Secretary, Permanent Mission of Viet-Nam to the United Nations Office and the international organisations in Geneva; accompanying Mr. Dam-Sy-Hien, Government representative.

PHIRI, David Abel Ray (Zambia), Employer deputy member; Director, Anglo-American Corporation (Central Africa) Ltd.

PINEDA, Julio César (Venezuela), First Secretary, Permanent Delegation of Venezuela to the United Nations Office and the international organisations in Geneva; accompanying Mr. Leáñez Sievert, Government deputy member.

PLANT1, Cyril Thomas Howe, OBE (United Kingdom), Workers' representative; member, General Council of the Trades Union Congress; General Secretary, Inland Revenue Staff Federation.

POZHARSKY, Vladimir Sergeevich (USSR), Deputy Permanent Representative of the USSR to the United Nations Office and other international organisations in Geneva; accompanying Mr. Goroshkin, Government representative.

1 From 19 November, following the resignation of Lord Collison.
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. Nayak, Government representative.

RICHAN, F. K. (Canada), Employe deputy member; Vice-President, Industrial Relations, Philips Electronics Industries Ltd.

SALVI, Francesco Maria (Italy), Employers' representative; Member of the Executive Board, General Federation of Italian Industry.

SCHLOTTELD, Walter (Federal Republic of Germany), Managing Director, Confederation of German Employers' Associations; substitute for Mr. Ermann, Employers' representative.

SCHRADER, Roger (United States), Labor Attaché, United States Mission, Geneva; substitute for Mr. Hildebrand, Government representative.

SENTICI, Dr. M., representative of the World Health Organisation; Medical Officer, Programme Co-ordination.

SHIOJI, Ichiro (Japan), Workers' representative; Vice-President, Japanese Confederation of Labour; President, Federation of Japan Automobile Workers' Unions.

SIMOLOTTI, Miss Graziella (Italy), Second Secretary of Legation, Permanent Mission of Italy to the international organisations in Geneva; accompanying Mr. Ago, Government representative.

SIMON, Marc, representative of the United Nations Educational, Scientific and Cultural Organisation; Liaison Officer, Division of Relations with International Organisations.

SKINNER, T. E. (New Zealand), Worker deputy member; President, New Zealand Federation of Labour.

SMETS, D. (Belgium), Government deputy member; ex-Senator; former Chairman, General Workers Union; former Chairman, International Federation of Building and Woodworkers.


SOLOMON, Beyene (Ethiopia), Worker deputy member; President, Confederation of Ethiopian Trade Unions.

SOMDAH, François de Sales (Upper Volta), Deputy Director of Labour and Manpower; substitute for Mr. Kabore, Government representative.

STANSBY, Mrs. Ursula, Acting Chief, Division of Planning, Department of Latin American Programmes; accompanying Mr. Besterman, representing the Intergovernmental Committee for European Migration.

SUDONO, Agus (Indonesia), Worker deputy member; President, Gabungan Serikat Buruh Islam.

SUNDE, Olaf (Norway), Workers' representative; Legal Adviser, General Confederation of Trade Unions in Norway.

SVÁR, Jiří (Czechoslovakia), Chargé d'affaires a.i.; Deputy Representative of the Czechoslovak Socialist Republic to the United Nations Office in Geneva; substitute for Mr. Tomášek, Government representative.

SYMONDS, J. R., representative of the United Nations Institute for Training and Research; representative in Europe of UNITAR.

TAKANO, Kojiro (Japan), Third Secretary, Permanent Delegation of Japan to the international organisations in Geneva; accompanying Mr. Nakayama, Government representative.

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

TAYARI, Ayad (Libya), Head, Manpower Section, Ministry of Labour; accompanying Mr. Hassan, Government representative.

THOMAS, Fritz (Federal Republic of Germany), Ministerial Counsellor, Federal Ministry of Labour and Social Affairs; substitute for Mr. Knolle, Government representative.

TOMÁŠEK, Pčmvlý (Czechoslovakia), Government representative; Federal Deputy Minister of Labour and Social Affairs; substitute for Mr. Petrov, Government deputy member.

ULUCEV, Tugay (Turkey), Second Secretary, Permanent Delegation of Turkey to the United Nations Office in Geneva; accompanying Mr. Kandemir, Government observer.

VAN BELLINGHEN, J. P. (Belgium), Ambassador; Permanent Delegate of Belgium to the United Nations Office and the specialised agencies in Geneva; accompanying Mr. Dam-Sy-Hien, Government representative.

VÉGÉ GÁRDÓN, Carlos R. (Uruguay), Employer deputy member; former Minister of Finance; former President, Uruguayan National Chamber of Commerce.

VELLOSO CARDOSO DE OLIVEIRA, Moacyr (Brazil), Professor of Labour Law, Catholic University of Rio de Janeiro; Chairman, Permanent Committee on Social Law; substitute for Mr. Frazão, Government representative.

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

VITAC JAKASA, Antonio (Argentina), Employer deputy member; of the "Unió Industrial Argentina".

WALINE, Pierre (France), Employers' representative; Member of the Governing Board, National Council of French Employers.

WALSH, Michael (United Kingdom), accompanying Lord Collison and Mr. Plant, Workers' representatives.

WEISSENBÉG, Gerhard (Austria), Worker deputy member; Counsellor for Social Policy, Austrian Federation of Trade Unions.

WIEBRINGHAUS, Hans, representative of the Council of Europe; Head, Social Division.

WIJESINGHE, Mallory E. (Ceylon), Employer deputy member; Chairman, Employers' Federation of Ceylon; Chairman, Ceylon Chamber of Commerce.

WISHART, George C., representative of the International Bank for Reconstruction and Development; Chief Liaison Officer, European Office in Paris.

WOLF, L. (Federal Republic of Germany), accompanying Mr. Beermann, Workers' representative.
YÁVAR, Ernesto (Chile), Government deputy member; Under-Secretary of Labour.

Yllanes Ramos, Fernando (Mexico), Employers' representative; 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 deputy member; Ambassador; Permanent Representative of the Republic of Argentina accredited to the United Nations Office and the international organisations in Geneva.

Zandvliet, J. W. C. (Netherlands), Third Secretary, Permanent Delegation of the Kingdom of the Netherlands accredited to the United Nations Office and the international organisations in Geneva; accompanying Mr. Sohns, Government observer.
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