INTERNATIONAL LABOUR OFFICE

MINUTES
OF THE
178TH SESSION
OF
THE GOVERNING BODY

GENEVA, 3-6 MARCH 1970
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The Governing Body was composed as follows:

Chairman: Mr. GROS ESPIELL

**Government group:**

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<td>Canada</td>
<td>Mr. LOVE</td>
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<td>Central African Republic</td>
<td>Mr. FRANCK</td>
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<td>China</td>
<td>Mr. CHENG</td>
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<td>Colombia</td>
<td>Mr. OVIDO</td>
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<td>Czechoslovakia</td>
<td>Mr. TOMASEK</td>
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<td>Ecuador</td>
<td>Mr. MARTINEZ COBO</td>
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<td>France</td>
<td>Mr. PARODI</td>
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<td>Federal Republic of Germany</td>
<td>Mr. KNOLLE</td>
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<td>India</td>
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<td>Indonesia</td>
<td>Mr. NJOTOWIJONO</td>
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<td>Japan</td>
<td>Mr. NAKAYAMA</td>
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<td>Mr. OMONDI</td>
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<td>Libya</td>
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<td>Uruguay</td>
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**Employers' group:**

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<td>Mr. ANDRIANTSITOHAINA</td>
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<td>Mr. BERGENSTRÖM</td>
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<td>Mr. BERNHARDT</td>
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<td>Mr. GEORGET</td>
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<td>Mr. GHAYOUR</td>
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<td>Mr. GONZALEZ BLANCO</td>
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<td>Mr. HERNIKER-HEATON</td>
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<td>Mr. NASR</td>
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<td>Mr. NEILLAN</td>
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<td>Mr. TATA</td>
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<tr>
<td>Mr. WALLIS</td>
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<td>Mr. YLLANES RAMOS</td>
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Workers' group:
Mr. ABID ALI
Mr. BECKER
Mr. BEERMANN
Mr. BENSEDDIK
Mr. FAUPL
Mr. FOQAM
Mr. MlRI
Mr. MORRIS
Mr. PIMENOV
Mr. PLANT
Mr. SHIOJI
Mr. SUNDE

The following regular members were absent:

Employers' group:
Mr. BANNERMAN-MENSON

Workers' group:
Mr. BENAZZEDINE
Mr. SANCHEZ MADARIAGA

The following deputy members were present:

Government group:
Algeria:
Argentina:
Belgium:
Bulgaria:
Chile:
Congo (Brazzaville):
Denmark:
Iran:
Pakistan:
Somalia:
Uganda:
Venezuela:

Employers' group:
Mr. SALVI
Mr. VITAIC JAKASA
Mr. PHIRI
Mr. RICHAN
Mr. ABATE
Mr. YOSHIMURA
Mr. BASTID
Mr. GREVE
Mr. LEE
Mr. RENAUD
Mr. VÉGH GARZÓN
Mr. ZEMMOURI

Workers' group:
Mr. BO-BOLIKO
Mr. DE BOCK
Mr. LOUET
Mr. MERCADO
Mr. SOLOMON
Mr. WEISSENBERG
Mr. SUDONO
Mrs. BERRY
Mr. CRUZADO ZAVALA
Mr. HERNANDEZ
The following deputy members were absent:

**Employers' group:**
- Sir Grant FERRIER
- Mr. GHALI
- Mr. MONZT BALMACEDA
- Mr. VERSCHUEEREN

**Workers' group:**
- Mr. GONZÁLEZ NAVARRO
- Mr. SHITA
- Mr. SKINNER

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

- **Australia:** Mr. LOVEDAY
- **Austria:** Mr. KANLER
- **Byelorussia:** Mr. PESHKOV
- **Cuba:** Mr. GARCIA INCHÁUSTEGUI
- **Finland:** Mr. TELE
- **Hungary:** Mr. NAGY
- **Israel:** Mr. KIDRON
- **Netherlands:** Mr. PELLINKHOF
- **New Zealand:** Mr. DAWSON
- **Norway:** Mr. HELDAL
- **Philippines:** Mr. BRILLANTES
- **Poland:** Mr. OSIECKI
- **Sweden:** Mr. BRATTSTRÖM
- **Switzerland:** Mr. GREVER
- **Turkey:** Mr. KANDEMIR
- **United Arab Republic:** Mr. EL-DEFRAWI
- **Yugoslavia:** Miss ILIČ

The following persons were also present:
- Mr. MORSE, Director-General of the International Labour Office
- Mr. JENKS, Principal Deputy Director-General
- Mr. AMMAR, Deputy Director-General
- Mr. BLANCHARD, Deputy Director-General
- Mr. RICHES, Treasurer and Financial Comptroller
- Mr. BOLIN, Assistant Director-General
- Mr. TÉVOEDJÈ, Assistant Director-General
- Mr. CABALLERO, Assistant Director-General

Representatives of international intergovernmental organisations:

- **United Nations:** Mr. WINSPEARE GUICCIARDI
- **Office of the United Nations High Commissioner for Refugees:** Mr. ASSCHER
- **United Nations Development Programme:** Mr. KHAN
- **United Nations Conference on Trade and Development:** Mr. HUDICOURT
- **United Nations Institute for Training and Research:** Mr. SYMONDS
- **Food and Agriculture Organisation of the United Nations:** Mr. LAMARTINE YATES
- **World Health Organisation:** Dr. SENTICI
- **International Bank for Reconstruction and Development:** Mr. WISHART
- **General Agreement on Tariffs and Trade:** Mr. DITIMANN

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1 Also representing the United Nations Industrial Development Organisation.
World Meteorological Organisation: Mr. HANNAN
Organisation of American States: Mr. SCHAMIS
Council of Europe: Mrs. HODGENS
Commission of the European Communities: Mr. NICOLAS
Intergovernmental Committee for European Migration: Mr. BESTERMAN
League of Arab States: Mr. EL-RAFEI

Representatives of international non-governmental organisations:

International Confederation of Free Trade Unions: Mr. HEYER
International Organisation of Employers: Mr. BOULADOUX
World Confederation of Labour: Mr. BOULADOUX
World Federation of Trade Unions: Mr. BOULADOUX

Substitutes and Advisers:

Mr. AGUILLON, accompanying Mr. BRILLANTES
Mr. AMARAL de Sampaio, substitute for Mr. SARAIVA GUERREIRO
Mr. APONTE, substitute for Mr. LEANEZ SIEVERT
Mr. ASLANIAN, accompanying Mr. GOROSHKIN
Mr. BENZITOUNI, substitute for Mr. LAHDI
Miss BINSON, accompanying Mr. KAHNER
Mr. BROWN, accompanying Mr. LOVEDAY
Mr. BUKHARI, substitute for Mr. AHMED
Mr. CARRASCO, substitute for Mr. RAMIREZ
Mr. CASSON, accompanying Mr. WINSPEARE GUICCIARDI
Mr. CHANDRASEKHARAN, accompanying Mr. LAGASSE
Mr. CHOCOLUSEK, accompanying Mr. TOMASEK
Mr. CHUYEV, accompanying Mr. PIMENOV
Mr. CORBEIL, accompanying Mr. LOVE
Mr. CUENOD, accompanying Mr. ASSCHER
Mr. CUMPLIDO, substitute for Mr. SARAIVA GUERREIRO
Miss DALL, accompanying Mr. BERGENSTROM
Mr. DARSA, accompanying Mr. NJOTOWIJONO
Mr. DELISLE, substitute for Mr. LOVE
Mr. DE LONG, accompanying Mr. HILDEBRAND
Mr. DENYS, accompanying Mr. SMETS
Mr. DJOUBISSI, substitute for Mr. LAHDI
Mr. DO-LAI-KY, accompanying Mr. DAM-SY-HIEN
Mr. DRABES, accompanying Mr. TOMASEK
Mr. DUMONT, substitute for Mrs. ZAEFFERER de GOYENECHE
Mr. DVIR, accompanying Mr. KIDRON
Mr. EGGLEMANN, accompanying Mr. BOULADOUX
Mr. EMELIANOV, accompanying Mr. GOROSHKIN
Mr. FARA BAPTISTA, substitute for Mr. SARAIVA GUERREIRO
Mr. FISSENKO, accompanying Mr. WINSPEARE GUICCIARDI
Mr. FLANNERY, substitute for Mr. NEILAN
Mr. da Fonseca Costa Couto, substitute for Mr. SARAIVA GUERREIRO
Mr. Garcia Martinez, accompanying Mr. LAGASSE
Mr. GEDDES, accompanying Mr. HERON
Mr. GROSSE, accompanying Mr. HEYER
Miss GREEN, accompanying Mr. HERON
Miss GRIFFIN, accompanying Mr. LEANEZ SIEVERT
Mr. Grita, accompanying Mr. AGO
Mr. Hopstrom, substitute for Mr. BERGENSTROM
Mr. Hamilton, substitute for Mr. RAMIREZ
Mr. Head, substitute for Mr. HENNIKER-HEATON
Mr. HIROSE, substitute for Mr. NAKAYAMA
Mr. JARAMILLO, substitute for Mr. OVIEDO
Mr. KAIHARA, accompanying Mr. SHIOJI
Mr. KARKKAINEN, accompanying Mr. TELE
Mr. KIMBALA, substitute for Mr. MOUNGONO-MASSENGO
Mr. KRISHNAN, substitute for Mr. AZAD
Mr. KUNOGI, accompanying Mr. NAKAYAMA
Mr. LAPIONTE, accompanying Mr. LOVE
Mr. LARRUE, substitute for Mr. PARODI
Mr. LAURELLO, substitute for Mrs. ZAEFFERER de GOYENECHE
Mr. LEE Yan, accompanying Mr. CHENG
Mr. LENNER, accompanying Mr. DATCU
Mr. LE-VAN-LOI, substitute for Mr. DAM-SY-HIEN
Mr. LINDBERG, accompanying Mr. BRITTSTRÖM
Mr. LINSENMAIYER, accompanying Mr. HILDEBRAND
Miss LOPEZ, accompanying Mr. LEAÑEZ SIEVERT
Mr. MAHJUB, accompanying Mr. ALABIDI
Mr. MAINWARING, substitute for Mr. LOVE
Mr. MANESCU, substitute for Mr. DATCU
Mr. MASSARANI, accompanying Mr. SARAIVA GUERREIRO
Mr. MAUREL, accompanying Mr. NICOLAS
Mr. MERRANI, substitute for Mr. AZAD
Mr. de MERLIS, accompanying Mr. LOVE
Mr. MITRAN, accompanying Mr. DATCU
Mr. MOCHI-ONOMI, accompanying Mr. SALVI
Mr. MOLCHANOV, accompanying Mr. GOROSHKIN
Mr. MORGAN, substitute for Mr. HERON
Mr. MOROZOV, accompanying Mr. PETROV
Mr. MURIN, substitute for Mr. TOMÁSEK
Mr. NÁJERA ESPINOZA, substitute for Mr. MARTÍNEZ COBO
Mr. NAKASATO, accompanying Mr. YOSHIMURA
Mr. NGOVON, substitute for Mr. FRANCK
Mr. NONAULT, accompanying Mr. MOUNGONO-MASSENGO
Mr. NÖRAGER, substitute for Mr. COLIN
Mr. OCHS, substitute for Mr. WILKIN
Mr. ORTIZ RODRIGUEZ, accompanying Mr. GARCÍA INCHÁUSTEGUI
Mr. OSUNA, accompanying Mr. RAMIREZ
Mr. PANIKKAR, accompanying Mr. BOLLIETTI
Mr. PANKERT, accompanying Mr. LAGASSE
Mr. PAULA LOPES, accompanying Mr. SARAIVA GUERREIRO
Mr. PAVEC, accompanying Mr. PARODI
Mr. PERAZZI, accompanying Mr. AGO
Mr. PERSONS, accompanying Mr. HILDEBRAND
Mr. PHAM-VAN-TRINH, accompanying Mr. DAM-SY-HIEN
Mr. PIACITELLI, accompanying Mr. AGO
Mr. PINEIDA, accompanying Mr. LEAÑEZ SIEVERT
Mr. POSHARKSKY, substitute for Mr. GOROSHKIN
Mr. PURURA, substitute for Mr. AGO
Mr. RANA, substitute for Mr. AZAD
Miss REYES, accompanying Mr. BRILLANTES
Mr. SCHLOTTE, substitute for Mr. ERDMANN
Mr. SCHRAEDER, accompanying Mr. HILDEBRAND
Miss SIMOLOTTI, accompanying Mr. AGO
Mrs. STANSBY, accompanying Mr. BESTERMAN
Mr. ŠVAB, substitute for Mr. TOMÁSEK
Mr. TAKANO, accompanying Mr. NAKAYAMA
Mr. THOMAS, substitute for Mr. KNOELLE
Mr. TRAN-VAN-BOT, accompanying Mr. DAM-SY-HIEN
Mr. TSVETKOV, substitute for Mr. PETROV
Mr. UJIČEVIK, accompanying Mr. KANDEMIR
Mr. VAN BELLINGHEN, accompanying Mr. SMETS
Mr. WAISH, accompanying Mr. PLANT
Mr. WEHBE, accompanying Mr. ALLAF
Mr. WOLF, accompanying Mr. BESTERMAN
Mr. ZANDVLIET, accompanying Mr. PELLINKHOF
MINUTES OF THE FIRST SITTING
(Tuesday, 3 March 1970 - 10.20 a.m.)

The Governing Body was composed as follows:

Chairman: Mr. GROS ESPIELL

Mr. ABID ALI, Mr. AGO, Mr. ALABIDI, Mr. ALLAF, Mr. ANDRIANTSITOHAINA, Mr. AZAD, Mr. BECKER, Mr. BEERMANN, Mr. BENSEDDIK, Mr. BERGENSTRÖM, Mrs. BIDART de LÓPEZ, Mr. CHENG, Mr. DAM-SY-HIEN, Mr. ERDMANN, Mr. FARIA BAPTISTA, Mr. FAUFEL, Mr. FOGAM, Mr. FRANCK, Mr. GEORGET, Mr. GAYOUR, Mr. GONZALES BLANCO, Mr. HENNRIKKE-HEATON, Mr. HERON, Mr. HILDEBRAND, Mr. HNOLE, Mr. KOKU, Mr. MAINWARING, Mr. MANESCU, Mr. MARTÍNEZ COBO, Mr. MÖRI, Mr. MORRIS, Mr. NAKAYAMA, Mr. NASR, Mr. NEILAN, Mr. NJOTOWIJONO, Mr. OMONDI, Mr. OVIEDO, Mr. PARODI, Mr. PIMENOV, Mr. PLANT, Mr. POZHARSKY, Mr. SHIOJI, Mr. SOMDAH, Mr. SUNDE, Mr. TATA, Mr. TOMÁSEK, Mr. WALINE, 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.

ABSENCE OF MR. SALEM SHITA,
WORKER DEPUTY MEMBER OF THE GOVERNING BODY

Mr. Mori reminded the Governing Body of the Worker members' request at the last session that the Director-General should take steps to ensure the attendance of their colleague Mr. Salem Shita at the present session. According to reliable information Mr. Shita was still in prison in Libya and had still not been informed of the reasons for his detention. The need for rapid and impartial justice in such cases was something which the Governing Body Committee on Freedom of Association had repeatedly stressed, and the Workers' group appealed to the Director-General with renewed urgency to try to secure their colleague's attendance at the next Governing Body session.

Mr. Alabidi explained that, as stated in a telegram sent to the Director-General before the last session, Mr. Shita would be brought to trial not because of his trade union activities, but on political charges as a former member of the dissolved Libyan Parliament. He wondered whether the ILO had received any complaint from Libyan trade union sources about Mr. Shita's detention.

Mr. Mori observed that it was hardly conceivable that the very organisation which Mr. Shita had headed should be in a position to lodge a complaint. The Workers' group urgently called upon the Director-General to approach the Libyan Government, and in particular to draw its attention to the immunities to which Governing Body members were entitled under article 40 of the Constitution.

1 See Minutes of the 177th Session of the Governing Body, first sitting, p. 6.
FIRST ITEM ON THE AGENDA

Approval of the Minutes of the 177th Session

Subject to the insertion of the corrections received, the Governing Body approved the minutes of its 177th Session.

NINETEENTH ITEM ON THE AGENDA

Report of the Director-General

First Supplementary Report

Award of the Nobel Peace Prize for 1969

The Director-General was grateful for the opportunity to report to the Governing Body on the visit which he and the Officers had paid to Oslo in December 1969 to receive the Nobel Peace Prize. They had been warmly received, not only by the members of the Norwegian Parliament and its Nobel Committee, but by other government authorities, the workers' and employers' organisations and the King himself. On behalf of the Officers and the Governing Body, and speaking also for himself as Director-General, he felt it his duty to pay a public tribute of appreciation to the Nobel Committee and particularly its Chairman, Mrs. Aase Lionaes, who had presented the award, for their warm welcome, as well as to His Majesty King Olav for his special attention to members of the ILO delegation during their stay in Oslo and for his presence at the presentation ceremony, which they had found deeply moving. The first supplementary report gave a full account of the presentation ceremony, which had been marked by the traditional beauty and dignity characteristic of such occasions.

The award of the Prize, which had evoked a world-wide response, was a source both of intense pride and of inspiration to the Organisation in the pursuit of its lofty objectives. The Office had received thousands of messages of congratulations and support, not only from governments and official bodies, but also from ordinary men and women throughout the world, whose declarations of faith in the ILO's deep concern with their welfare provided a further precious source of inspiration.

The Governing Body took note of the first supplementary report.

FORMAL DEPOSIT OF NOBEL PEACE PRIZE MEDALS AND DIPLOMAS IN THE ILO ARCHIVES

The Director-General extended a cordial welcome to Mrs. Jouhaux, whom he had with the agreement of the Officers of the Governing Body invited to be present on the occasion of the formal deposit in the ILO archives of the Nobel Peace Prize medals and diplomas awarded in 1951 to her late husband, Léon Jouhaux.

It was in April 1968 that Mrs. Jouhaux had first suggested donating those medals and diplomas to the ILO. She had been moved to do so, she explained, by the fact that the ILO's goals were the very ones to which Léon Jouhaux had devoted a lifetime's effort; indeed he himself had felt that the Prize awarded to him honoured at the same time the workers of the world and the ILO, which he had helped to create.

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1 See also seventh sitting.
In accepting Mrs. Jouhaux's moving offer, the Director-General had undertaken to consult the Officers of the Governing Body about the most suitable occasion for the presentation. The Officers had agreed that there could be no more fitting occasion than the present Governing Body session, when the Nobel Peace Prize medals and diplomas awarded to Léon Jouhaux could be officially and permanently deposited in the ILO archives along with those received by the ILO itself in December 1969.

Those who had known Léon Jouhaux as the leader of the Workers' group would always cherish the inspiring memory of that great man and of his remarkable dedication to peace, freedom and social justice. He himself had regarded the award of the Nobel Peace Prize as an honour done not so much to him personally as to the trade union movement at large, which he had so loyally served. In a desire to use the Prize moneys for the benefit of the movement he had therefore contributed to a retirement fund for trade union leaders and donated a sum to finance the workers' educational activities of his own trade union confederation. The bulk of the money, however, had been used to found a monthly publication entitled Démocratie combattante and designed to spread public awareness of the contribution made by the ILO and other international organisations to the cause of peace.

The permanent display in the Office of the two related awards would inspire the ILO with fresh vigour in its future efforts to fulfil the aspirations of working men and women throughout the world.

The Chairman expressed the Governing Body's warm gratitude to Mrs. Jouhaux for her generous donation and its deep respect for the memory of Léon Jouhaux, a great trade union leader and one of the ILO's most distinguished servants.

The Director-General and Mrs. Jouhaux unveiled a cabinet in the Governing Body room containing the Nobel Peace Prize medals and diplomas awarded to the ILO and to Léon Jouhaux.

TWENTY-SECOND ITEM ON THE AGENDA

Resignation of the Director-General

The Chairman indicated that in accordance with a wish expressed by the Director-General there would be no discussion on this item. The statement issued by Mr. Morse on 9 February 1970 concerning his intention to resign with effect from 31 May 1970 would be reproduced in the Governing Body minutes.

Mr. Mb'ri, for the Workers' group, accepted the Chairman's ruling. Farewell speeches would be premature, given the effective date of Mr. Morse's resignation. Meanwhile, the groups would devote continuing attention to the difficult problem of finding a worthy successor.

Mr. Bergenström had learned with some dismay of the Director-General's decision. As a contemporary of Mr. Morse and as one who, unlike most senior members of the Governing Body, had known no one else at the head of the secretariat, he had always looked to Mr. Morse for guidance during his own association with the ILO. The Employers' group hoped that the Governing Body would proceed to the election of his successor at the earliest moment consistent with the thorough consideration which the question deserved.

Mr. Ago said that out of respect for the Director-General's wish he would confine himself, on behalf of the Government group, to taking note of the Office paper.

The Governing Body took note of the Office paper and accepted the Director-General's resignation with effect from 31 May 1970.

1 See also seventh sitting.
SECOND 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)

Mr. Ramírez expressed his Government's appreciation of the Governing Body's decision to hold the Meeting in Santiago. The Meeting's extremely constructive report marked a promising step towards solving the grave and urgent problems of the rural population in developing countries. The Chilean Government was increasingly concerned by those problems, which it was tackling not merely by the setting of standards - often stultified in practice by the bureaucratic mind - but as part of a determined drive to achieve economic and social development.

Mr. Martínez Cobo welcomed the Meeting as evidence of growing ILO awareness of the need for agricultural development in Latin America, where rapid population increases and the backwardness of the rural sector were now properly recognised as obstacles to economic progress.

He especially endorsed paragraph 144 of the report, which recommended strengthened ILO action to promote the development of agricultural organisations. He also noted with interest the view, recorded in paragraph 152, that such activities should form part of multi-sectoral inter-agency projects for rural development. The marked increase since 1967 in the ILO's association with UNDP Special Fund projects gave proof of the developing countries' confidence in the effectiveness of ILO technical co-operation.

Mr. Yllanes Ramos expressed the Employers' deep interest in the Meeting's objective report on a subject of crucial concern to the majority of the world's workers.

Out of some 130 ILO Conventions, only ten specifically related to agriculture - some of them revising Conventions - while only four dealt with the closely related subject of indigenous workers. Thus, although the principles set forth in the Declaration of Philadelphia were applicable to all sectors of the working population, the ILO had hitherto largely neglected the problems of agricultural workers.

In his lecture delivered at Oslo University on 11 December 1969 the Director-General had observed that country dwellers abandoning the land in search of jobs and higher living standards in the cities had all too often merely swelled the ranks of the urban unemployed and settled in slums which became a breeding ground for violence and discontent, thereby posing a threat to the stability and prosperity of developing countries which made it urgent to bring economic development to the dispossessed masses.

At the 1969 Session of the Conference many speakers from all three groups had also called attention to the need for rural development to keep pace with industrial progress and had expressed concern at the lag in improvements in rural living standards. Though Mexico had special problems, which were described in the report, it must like other developing countries achieve even and balanced growth by concentrating on problems of unemployment, underemployment and low personal income in the rural areas. At present over 200,000 rural workers each year were moving to Mexico City, where they could not find jobs and lived in appalling poverty. Until such people could be assured of equality of opportunity there could be neither social nor political stability.

The Santiago Meeting had made an excellent start in tackling those problems, which in some regions were even more acute than in Latin America. One might, of course, agree or disagree with some of the experts' opinions; for example, as regards the question of the relationship between the co-operative and trade union movements, it might be felt that they had paid insufficient attention to the existence of certain so-called co-operatives which, far from promoting the workers' interests, operated to their detriment.
As suggested in paragraph 5(c) of the Office paper, the ILO should give high priority to technical co-operation activities aimed at the development of agricultural organisations in Latin America. It was gratifying to note that the ILO was associated with several current UNDP projects for rural development and that its participation in such projects would increase in 1971. There was still scope, however, for much more rural development assistance, particularly in vocational training and workers' education.

The report deserved to be communicated not only to governments, as proposed in paragraph 5(b) of the Office paper, but also, through them, to the employers' and workers' organisations, which had a key part to play in agricultural and general economic development. The work so auspiciously begun by the Latin American Meeting should now be extended to other regions.

Mrs. Bidart de López welcomed the emphasis placed by the experts on the role of agricultural organisations in meeting the vast problems of rural development. The Director-General's observations in Oslo quoted by Mr. Yllanes Ramos were particularly relevant to Latin America. Rural backwardness and stagnation due to ignorance of modern techniques and low levels of production and consumption was to blame for the drift of peasants into cities where, uprooted from their traditional environment and lacking industrial skills and training opportunities, they had no prospect of steady jobs or higher living standards.

The holding of the Meeting had marked the ILO's growing recognition of the importance and urgency of rapid rural development in Latin America as a solution to the problems created by steady population growth, falling living standards and the widening gap between the rural and urban sectors. In paragraphs 118 to 122 of the report the experts had recorded their conclusions concerning the State's role in tackling those problems, in particular through the training of members and officials of peasant organisations, which they had regarded as useful instruments for fostering rural development and achieving balanced economic growth. Not only did the traditional sector at present lack the skilled manpower necessary for the introduction of new technology, but the lag in rural development was also hampering industrialisation of the urban sector. As recognised in paragraph 144 of the report, it was therefore more imperative than ever for the ILO and other international agencies to provide technical assistance for the development of agricultural organisations in Latin America. Such organisations, which had proved their usefulness in boosting productivity, providing sound vocational training and stabilising the rural workforce, could contribute towards improvements in rural living conditions, more economic domestic prices for agricultural produce and the modernisation of the rural sector.

In recent years the ILO had made a worth-while contribution to rural development through its standard-setting work - mentioned in paragraphs 145 and 146 - and through technical assistance, particularly in vocational training. As shown by the 1969 Conference debate, representatives from all three groups were taking a growing interest in such development, which was also one of the chief aims of the World Employment Programme.

It was gratifying to note the large number of multi-sectoral inter-agency projects in rural development currently under way in Latin America by many of them financed by the UNDP Special Fund. The ILO's participation in such projects since 1967 and in some cases its designation as the main executing agency were cogent proof of its ability to implement them successfully. The ILO must expand this work, taking full account of the experts' recommendations in paragraphs 151 and 152 of their report. In paragraph 147 the experts had also rightly emphasised the value of frequent contacts between agricultural organisations, even in different countries.

The Uruguayan Government fully endorsed the proposals in paragraph 5 of the Office paper and hoped that the ILO would make every effort, within the limits of its resources, to give them effect. It congratulated the Office on the Meeting's success and thanked the Chilean Government for its hospitality.

Mr. Ahmed thought that the report contained an interesting account of patterns of agrarian organisation in Latin America as well as some extremely useful conclusions susceptible of wide application. He hoped that the ILO would hold similar meetings in other developing regions.
The International Co-operative Alliance, an organisation with extensive knowledge of the co-operative movement throughout the world, had regrettably not been represented at the Meeting and should be invited to attend future meetings of the same kind. As the experts had themselves agreed, according to paragraph 15 of their report, the co-operative movement was one of the best means of promoting rapid economic and social development in rural areas. The International Co-operative Alliance might also be asked to carry out studies as a contribution to follow-up action on the report and perhaps to act as subcontractor of the ILO for the implementation of certain technical assistance projects.

Mr. Cruzado Zavala shared Mr. Yllanes Ramos's concern at the accelerating drift of country dwellers into the cities. Some countries tackled the problem through improvements in existing land reform schemes, while others took more drastic action. It was not in fact sufficient to redistribute the land; it must also be made more productive, e.g. through large-scale irrigation projects. Too often, moreover, little was being done to plan for more rapid industrial development, and new systems of land tenure were being introduced though they were unlikely in themselves either to encourage modernisation or even to make the best use of the economic aid and limited skilled workforce available. This could only lead to failure.

Since workers had often been refused representation on technical bodies concerned with rural development on the ground that they lacked knowledge and experience, it was encouraging to note the stress laid in the report on the training of officials of agricultural organisations and steps to associate them more closely with the development campaign.

Since workers' organisations were most anxious to receive full information on the efforts of the ILO and other international organisations to promote rural development and particularly agrarian reform, the proposal in paragraph 5(b) of the Office paper should be amended to provide for the communication of the report to employers' and workers' organisations, as Mr. Yllanes Ramos had suggested.

While endorsing the experts' conclusions, he would have welcomed the participation of more experts from trade union and co-operative circles. Fears that co-operatives might usurp the role of the trade unions were groundless. The trade union movement stood only to gain from joining forces with the co-operative movement, which was also led by workers and was equally concerned with the defence of workers' interests. What mattered was to ensure that meetings like the one held in Santiago drew on the experience of representatives of all social institutions, for the benefit of all of them.

Mr. Faria Baptista declared his Government's keen interest in the experts' conclusions, which it would find extremely helpful in carrying out its current programme of land reform.

Mr. Fogam, on behalf of the Worker members, welcomed the Meeting's report, which they felt should receive wide distribution among national and international organisations of workers. It was gratifying to note the experts' recognition of the role of trade unions and co-operatives in economic and social development, as against that of purely political institutions. The account of national experience with regard to agricultural organisations brought out clearly their usefulness in promoting rural development, and the recommendations for strengthening them deserved full support, particularly those concerning the wider application of ILO standards.

It was vital to ensure the independence not only of co-operatives, as suggested in paragraph 21, but also of employers' and workers' organisations.

While in some cases, as noted in paragraph 31, co-operatives might have made little contribution to rural development, in others such development owed a great deal to the co-ordinated efforts of the trade union and co-operative movements.

The recommendations in paragraphs 125, 144, 146 and 147, which dealt with relations between those movements and with international action, were of crucial importance and their implementation called for the closest co-operation between the ILO and other international organisations concerned. The Workers' group
also fully endorsed the further recommendations in paragraphs 148 to 154 concerning international and particularly ILO action.

Mr. Mercado felt, like Mr. Yllanes Ramos, that it was both vital and in the interests of employers for rural development to keep pace with general economic progress in the Latin American countries. Economic and social progress was far too often thought of exclusively in terms of industrial development, as evidenced for example by various plans for Latin American economic integration. The trade union movement of Colombia - and indeed of the whole of Latin America - was therefore deeply grateful to the ILO for tackling the difficult problems of developing the rural sector, from which most of the population of the region drew their livelihood.

As the experts had recognised, the trade union and co-operative movements did not encroach upon each other's functions. Though some associations masqueraded as rural co-operatives so as to receive the benefits enjoyed by the true co-operative movement, the latter was making an important contribution to economic and social development.

The flow of the rural unemployed into the cities was a grave problem which many Latin American countries were tackling with land reform. Very often, however, this amounted to little more than a timid redistribution of land. Other countries would do well to follow the example of Colombia, which, as described in paragraph 20 of the report, was carrying out a comprehensive and long-term reform programme, launched by President Lleras Restrepo and designed to give the peasant population their due share of the fruits of development. A committee and an institute for land reform had been set up which comprised representatives of all progressive social institutions in the country. Under the reform programme the peasants were provided not only with land but also with irrigation facilities, credit, health care, schools, housing and farming equipment. Everything was being done to grant them the same amenities, such as wireless and television, as were enjoyed by city dwellers.

Another serious problem, mentioned by Mr. Yllanes Ramos, was the low income of the rural population. It was vital to ensure that the peasants could afford the necessities of life if usury and profit-making by middlemen were to be curbed.

Now that the Meeting had made such an excellent start, the ILO must pursue its efforts to foster agricultural development in Latin America. The trade union movement would play its full part in carrying out the experts' recommendations in practice. But governments too must shoulder their responsibility in ensuring that the rural sector fully participated in economic and social development. If allowed to remain in poverty, disease and ignorance it would prove a fertile breeding ground for social unrest. They must therefore carry out sweeping land reform, fully integrate economic policies for the rural and industrial sectors and come to grips with the labour and social problems of all classes of the population. That would be the surest way of protecting democracy throughout the continent against disorder and subversion.

Mr. Oviedo, like previous speakers, found the report extremely helpful and supported Mr. Yllanes Ramos's suggestion that it should also be distributed to employers' and workers' organisations, which he hoped would co-operate with governments in tackling the problems at issue. As Mr. Mercado had said, the Colombian Government under President Lleras Restrepo was carrying out a programme designed to integrate the national economy and eliminate pockets of poverty. As stated in paragraph 20 of the report, it had launched a national campaign for the promotion of peasant organisations, which already had a very large membership.

The Government greatly appreciated technical assistance from the ILO, the organisation with main responsibility for social welfare and one whose effectiveness had been amply proved by the success of the Andean Indian Programme, and hoped to see it pursue its efforts in Latin America as well as in other regions. At present, irrigation and modernisation schemes launched by the State and private enterprise in Colombia and other countries were leading to a technological revolution in agriculture and to the creation of large industrial-type undertakings in the rural areas. Unfortunately, such undertakings could not provide enough jobs for the local population and effectively stem the flow of
agricultural workers into the cities in search of work. The ILO and other specialised agencies must therefore implement multi-sectoral projects, perhaps covering several countries and designed to integrate the rural sector with the rest of the national economy, boost agricultural productivity and raise the living standards of the peasant population. If provided with proper facilities for education, training and health care, people would no longer have any incentive to abandon the land. Agricultural organisations could certainly serve in providing rural workers with information and training and in ensuring that, above all, the rural sector kept pace with the economic progress of the country at large.

The Colombian Government had therefore lent its wholehearted support to multi-sectoral development projects such as that now being implemented with ILO co-operation in the Guajira area, which belonged partly to Colombia and partly to Venezuela. The aim was to prevent the outflow of the population through the development of water resources and the provision of adequate housing, better job opportunities and other incentives to remain on the land. The Government hoped to obtain ILO assistance in a similar project covering Colombia and neighbouring countries.

Mr. Tomášek thought that meetings like the one held in Santiago served an extremely useful purpose and that the discussion had revealed keen interest in the role of agricultural organisations in promoting economic and social development in Latin America.

However, the proposal in paragraph 5(c) of the Office paper was unsatisfactory in that it appeared to suggest that the wide range of activities contemplated should be financed primarily out of the ILO regular budget. There was no reason for diverging from the normal practice of financing technical assistance mainly under the UNDP. In the exceptional cases where additional financing by the ILO was thought necessary a proposal should be submitted for approval to the Governing Body with full information on the budget implications.

Mr. Pozharsky associated himself with Mr. Tomášek's observations.

Mr. Allaf fully supported the experts' conclusions and recommendations, which developing regions other than Latin America would also find extremely helpful. He hoped the Meeting's success would encourage the ILO to hold similar meetings in those regions, where agricultural development was now seen as the key to over-all economic and social progress.

Mr. Faramarz Farmaian, observing that the development of agricultural organisations was of paramount importance in all developing countries, felt that the Meeting's evident success warranted holding similar meetings in other regions. The experts' conclusions, and in particular the account of certain related problems in paragraph 16 of the report, were equally true of other parts of the developing world. They would receive close study in Iran, where agriculture, the largest sector of the economy, was ripe for development and where the land reform programme launched in 1962 was expected to reduce the disparities in living conditions between agricultural and other workers. The experts had brought out clearly the contribution which institutional reform could make to raising standards of management and vocational training in the rural sector, a task of high priority in achieving agricultural development.

The representative of the Director-General (Mr. Jenks, Principal Deputy Director-General) said that the Director-General would give careful thought to the many useful suggestions made in the debate, particularly in drafting the long-term ILO plan now under preparation. In accordance with the proposal made by Mr. Yllanes Ramos and supported by other speakers, the Director-General would, in communicating the report to governments, ask them to forward it to employers' and workers' organisations.

He could assure members from regions other than Latin America that the Santiago meeting had always been intended as a first regional experiment, to be followed in due course by others, and that in developing long-term plans full consideration would be given to all regions. The present report would, of course, be circulated not on a regional but on a world-wide basis.
Subject to the amendment to paragraph 5(b) proposed by Mr. Yllanes Ramos, the Governing Body adopted the proposals in paragraph 5 of the Office paper.

The sitting closed at 12.55 p.m.

Approved by the Governing Body at the first sitting of its 180th Session, held on 29 May 1970.

Héctor Gros Espiell,
Chairman.

ANNEX

Director-General's Statement of 9 February 1970
Announcing His Resignation

I have decided to resign from the office of Director-General of the International Labour Office, effective 31 May 1970.

I have served as Director-General of the ILO for well over 21 years, my first term of office having begun in the fall of 1948. My present term has 3 1/2 years more to run, expiring in September 1973.

The ILO, having just concluded the celebration of its 50th Anniversary, has entered the second half-century of its activity. At this turning point in the life of the Organisation, I have come to the view that the time has come to place the responsibility for the new period which lies ahead in the hands of a new chief executive officer. I say this for three basic reasons:

Firstly, I would clearly not seek a new term of office upon the completion of my present term and therefore believe it in the long-term best interest of the Organisation that it face up to a change of Director-Generalship now, rather than be confronted with the uncertainty of my succession and the possible consequences to the administration of the affairs of the Organisation which this uncertainty could provoke during the immediate future which is of such great importance.

Secondly, 21-plus years of service as Director-General is a very long period - the longest that any person has ever served as an executive head of an international organisation - and I therefore believe that a change at this time would be healthy. It would open up the possibilities of new and fresh approaches to our existing programmes, including in particular those which have been recently launched, like the World Employment Programme. They establish new vistas for organisational and policy development, and could benefit by the administration of a newly committed leader.

Thirdly, it is now my personal desire and that of my wife to return to our country, the United States. There I will hope to use such experience as I have acquired in continuing to serve the public interest, whether that service shall be in the international, national or local areas.

So you see, I believe that I have "run my race" here and that I should now turn our "colours" over to whomever my Governing Body shall elect as my successor to continue our great mission. I am happy to be able to say that I shall be turning over a clean flag - one which waves more proudly today than ever before and which, during this last year, has been honoured by spiritual leaders of the world, notably Pope Paul VI when he accepted our invitation to attend and address the International Labour Conference in Geneva on 10 June 1969; by political, industrial and trade union leaders; by Heads of State from all parts of the world; and finally by the award of the Nobel Peace Prize, which I had the honour to accept on behalf of the ILO on 10 December last in Oslo. All of this demonstrates that the
message of the ILO, "Peace based upon social justice", has been finally heard and understood, and that our future role will be central to the world’s most important preoccupations.

In announcing this decision, I also want to express publicly my thanks and appreciation to U Thant, Secretary-General of the United Nations, and to each of the executive heads of the specialised international organisations, which together compose the United Nations system, as well as to the heads of the various regional international organisations, for the co-operation and help which they have always extended to me. To U Thant my special mark of respect and admiration for the leadership that he exercises within the UN system as a whole in concerting our efforts toward our common objective of peace and security.

The UN system is constantly buffeted by an angry sea but is surviving and will continue to survive and will emerge one day into more quiet waters, intact and strengthened. It is to this end that all people of good will must continue to work and bend their every effort. The UN system still remains man’s principal hope for survival and fulfilment, and for the identification and eventual effective advancement and protection of his human and civil rights.

I also want to thank the Governing Body of the ILO and our constituency of 121 member States and the worker and employer representatives from these States for the honour and confidence that they have reposed in me in having asked me to lead this Organisation since 1948. To this I must add my sincere thanks to my staff. They have worked with me patiently, loyally, devotedly and competently in carrying out our official obligations. They have worked with me in the best tradition of the International Civil Service. Without their untiring efforts, my mandate would have remained unfulfilled. For this I shall remain forever grateful.

Now I would like to make a rather personal observation or comment. On occasion, government, worker and employer representatives have stated that it has meant a personal sacrifice on my part to remain as Director-General for so many years. It is only correct that I should now affirm that my service with the ILO has never been a sacrifice, but rather an unforgettable honour, experience and more. I can best express what I mean by more by quoting what I said in 1967 when I thanked the Governing Body for my re-election:

"It is a very great honour, for which I thank you, and not a sacrifice. It gives me an opportunity not only for official performance but also for personal satisfaction.

"Why personal satisfaction? Because those things in which we are engaged here coincide with my deepest personal convictions. In the first place, I hate discrimination from the bottom of my toes; in the second place, I am made ill by the vistas of poverty to be seen in the world; in the third place, I am overwhelmed by the problems of sickness that exist everywhere and especially among the less fortunate peoples. Next, I hate war and I realise that if we are going to make some impact on the problem of war and peace we must deal with its causes. I feel that in this Organisation we are at grips more than many people think with the causes which underlie the continuing generation of war. Finally, I believe profoundly in the brotherhood of man and in the necessity for love as the basic ingredient, the basic cement of this brotherhood.

"I believe that these are the elements for which we all work in this Organisation. This is why we are here - the workers, the employers and the governments. So what more could a man ask than to do his official duty, which coincides so completely with his personal convictions?"

So, as I announce my decision to resign, I would repeat: What more could a man have ever asked than to have done his official duty and to have had it coincide so completely with his personal convictions?

David A. Morse,
Director-General.
MINUTES OF THE SECOND SITTING
(Tuesday, 3 March 1970 - 5.10 p.m.)

The Governing Body was composed as follows:

Chairman: Mr. GROS ESPIELL

Mr. ABID ALI, Mr. AGO, Mr. ALABIDI, Mr. ALLAF, Mr. ANDRIANTSITORAINA, Mr. AZAD, Mr. BÖCKER, Mr. BEERMANN, Mr. BENSSEDIK, Mr. BERGENSTRÖM, Mrs. BIDART de LOPEZ, Mr. CHENG, Mr. DAM-SON-HIEN, Mr. ERDMANN, Mr. FARIA BAPTISTA, Mr. FAUPL, Mr. FOGAN, Mr. FRANCK, Mr. GEORGÉT, Mr. GHAYOUR, Mr. GONZALÉS BLANCO, Mr. HENNIKER-HEATON, Mr. HILDEBRAND, Mr. HIROSE, Mr. KNOLLE, Mr. KOKU, Mr. MAINWARING, Mr. MANSCU, Mr. MARTINEZ COBO, Mr. MORGAN, Mr. MOI, Mr. MORRIS, Mr. NASR, Mr. NEILAN, Mr. NUTSUJU, Mr. OCHSLIN, Mr. OMONDI, Mr. OVIDO, Mr. FANGDI, Mr. PIMENOV, Mr. PLANT, Mr. POZHARSKY, Mr. SHIOJI, Mr. SONDH, Mr. SUNDE, Mr. TATA, Mr. TOMÁSEK, Mr. VILLANES RAMOS.

THIRD ITEM ON THE AGENDA

Record of the Third African Regional Conference
(Accra, 8-18 December 1969)

The Chairman, as leader of the Governing Body delegation to the Third African Regional Conference, expressed his appreciation of the Ghanaian Government's cordial hospitality to the members of the delegation and the excellent facilities put at their disposal. Though obliged to leave Ghana to attend the Nobel Peace Prize ceremony in Oslo, he had delivered the opening speech, which was summarised in paragraph 7 of the Office paper.

Mr. Abid Ali, associating himself with the Chairman's expression of gratitude towards the host Government, felt that thanks were due also to the employers' and workers' organisations for their hospitable welcome and their full cooperation with the Government in making the participants' stay in Ghana a happy one. The proposal in paragraph 1 of the Office paper should be amended accordingly.

Although the Workers' group would have liked the Conference to deal with a greater number of items, it had reached extremely useful and - thanks to the full cooperation between the groups - unanimous conclusions. Mr. Jenks had provided excellent guidance as Secretary-General and delivered an apt reply to the debate on the Director-General's Report.

As to the proposals for action, the Worker members suggested deleting the words "where appropriate" in paragraph 29(a)(i) of the Office paper. The full Conference texts should be sent to employers' and workers' organisations for such use as they themselves might deem appropriate. The words "as far as possible" in paragraph 29(b), with their restrictive connotation, should also be deleted.

Considering the delay in holding the Conference, the Worker members earnestly hoped that there would be no delay in giving full effect to its recommendations.

Mr. Mainwaring appreciated the opportunity afforded him to pay an interesting and rewarding first visit to Africa as a member of the Governing Body delegation to the Conference. Joining in the thanks addressed to the Ghanaian Government for its hospitality, he commended the Officers of the Conference on their valuable contribution to the success of the Conference and the secretariat on its high standard of efficiency. He endorsed the proposals in paragraph 29 of the Office paper with the amendments suggested by Mr. Abid Ali.
The debate in plenary sittings had provided valuable insights into African economic and labour problems and had yielded specific recommendations revealing broad agreement on appropriate lines of action. Though the Conference committees had produced satisfactory draft resolutions, they might perhaps have probed the questions submitted to them more deeply. The Office and the Governing Body might well examine the scope for making regional conferences more effective in furthering ILO objectives.

In Part V of its resolution on the Jobs and Skills Programme for Africa the Conference had proposed that the Director-General should report at least once a year to the Governing Body and inform members of the African Advisory Committee on progress in carrying out the Programme. Such reports would provide a means of information which at present seemed lacking and would be helpful both to the Governing Body and to the Committee.

On his way to Accra he had toured Ethiopia, Kenya, Nigeria and Cameroon, where he had been warmly received by senior officials of the ministries of labour. He had also visited several ILO projects and witnessed the dedication of the project staff in often trying conditions. He had been particularly impressed with the pilot project for rural employment promotion in western Nigeria, whose contribution towards developing a better understanding of the problems of employment creation in developing countries could be expected to carry well beyond the borders of Nigeria.

It was to be hoped that the Office would speed up the process of decentralisation, since the essential contribution which experience in the field could make towards enhancing the effectiveness of ILO officials was being increasingly recognised.

Mr. Abate, thanking the Governing Body for appointing him as a member of its delegation to the Conference, supported Mr. Abid Ali's suggested amendments to paragraphs 1 and 29(a) of the Office paper.

The spirit of dedication and tripartite co-operation prevailing at the Conference gave cause for deep satisfaction. It was therefore all the more disturbing that certain observers should have abused the hospitality of the Conference by making provocative remarks during the debate on the Director-General's Report. Fortunately, the delegates had chosen to ignore those remarks; but it was intolerable that participants from countries which did not even practise freedom of speech should avail themselves of it at an African meeting in an attempt to preach an ideology entirely alien and repugnant to the African countries. The Governing Body should take steps to prevent irresponsible behaviour by observers at future conferences.

The Office had been somewhat dilatory in distributing the Conference reports and should try to be more prompt in future.

Finally, warm thanks were due to the Secretary-General and the Office staff for all their assistance to the Conference.

Mr. Fogam considered the Conference a success towards which efficient servicing by the secretariat had doubtless made a substantial contribution.

The crucially important problem of foreign and migratory labour, discussed in paragraph 27 of the Office paper, should form the subject of items on the agenda of future sessions of the African Advisory Committee and perhaps also of future African regional conferences.

Although the worker members at the Conference had been disappointed with the draft conclusions submitted to the Committee on Technical Co-operation in Africa, the final text, which owed much to the good offices of the secretariat, met with their approval. He urged African governments to pay particular attention to the observations concerning the ILO's technical co-operation programme recorded in paragraph 28 of the Office paper.
Finally, he congratulated Mr. Jenks on his brilliant and impressive reply to the debate on the Director-General's Report.

Mr. Koku regretted not having been able to attend the Conference, which, largely thanks to the ample facilities provided by the Ghanaian Government, had clearly been a success and whose conclusions and recommendations provided much food for thought. He fully supported the proposals in paragraphs 1 and 29 of the Office paper.

The resolution on labour administration was especially welcome and deserved wide publication. The steps recommended in it could make a worth-while contribution towards raising the standard of labour administration in Africa, whose importance governments at present tended to underestimate, and so towards more effective policy making and standard setting.

Although the problem of foreign and migratory labour had not been placed as a formal item on the agenda, its topical importance and the urgent need for international co-operation in tackling it were strong arguments for its inclusion in the agenda of the next session of the African Advisory Committee.

In giving effect to the resolution concerning the Jobs and Skills Programme for Africa, which offered useful guidelines for drawing up sound employment policies and development plans, the African countries should assign a high priority to rural development. Industry in Africa, which generated little employment, could not possibly absorb the mass of country people now flocking into the cities in search of work and higher living standards and settling in vast and overcrowded slums. In his lecture at Oslo University on 11 December 1969 the Director-General had deplored the existence of rural slums, a dangerous breeding ground for violence, frustration and discontent and a threat to prosperity and peace; and had called urgently for efforts to make development meaningful to the masses of unemployed. Though already deeply concerned with the task of agricultural development - one of the chief aims of the World Employment Programme - the ILO should devote even more of its resources to tackling the problems of the rural sector. One extremely effective form of activity, increasingly prominent in the ILO's programme since 1967, was participation in inter-agency projects financed by the UNDP Special Fund, such as the pilot project in Western Nigeria.

Mr. Pimenov, while welcoming the Conference's helpful resolutions on a number of difficult problems, regretted that paragraph 29 of the Office paper contained merely the usual proposals for transmittal of those texts to governments and other bodies concerned.

First, he thought that the Governing Body should request the Director-General to report to it from time to time on measures taken by member States to give effect to the resolutions and thus facilitate thorough appraisal by the ILO's constituents of action actually taken to implement them.

Secondly, the Governing Body should ask the Director-General to communicate to governments and employers' and workers' organisations, in addition to the texts of the resolutions, any specific proposals by delegates not incorporated in the resolutions, and the Office's comments on them. One problem discussed at the Conference, for example, had been the exploitation of African countries by foreign monopolist corporations - a serious obstacle in the way of development. If the Office were to make available full information on the problem, including statistics on the profits of such corporations in Africa, appropriate proposals for tackling it could be drawn up. Other important questions concerning which delegates' proposals should have been properly reported had included the expansion of the public sector and private capital investment in activities under public development plans.

In recent years conference records prepared by the Office had shown an unwelcome tendency to emasculate delegates' views and even to report them anonymously. A fuller record of the proposals made at the Accra Conference, identifying their authors, would have made for a more fruitful exchange of views on African development problems both within the ILO itself and between the ILO and other international organisations and thus increased the likelihood of effective ILO action in Africa.
Mr. Eggermann (observer representing the World Confederation of Labour) expressed the satisfaction of his Confederation, which for years had been calling for an increase in ILO regional activities, with the relative frequency of African regional conferences and with the results of that just held in Accra. Thanks to the delegates' admirable spirit of co-operation and sense of responsibility, the Conference had produced conclusions which marked an important step towards the full liberation of Africa and would prove useful both to the African countries and to the ILO in carrying out its programmes in the region.

Being deeply committed to world-wide social justice and aware of the close interdependence between Africa and other regions, especially the developing ones—a point emphasised by its Deputy General Secretary in plenary sitting—the Confederation had played an active part in the Conference's proceedings. Gilbert Pongault, the General Secretary of the Pan-African Workers' Congress—its African regional affiliate—and a former Governing Body member now condemned to death in absentia in his own country for his stalwart defence of freedom of association, had called for full recognition of trade union freedom and, in so doing, emphasised its positive role as a means of ensuring responsible participation by ordinary citizens in the nation-building process.

In the light of the Conference record, the Pan-African Workers' Congress had certain suggestions to make regarding the agenda of the next session of the African Advisory Committee. First, urgent attention must be given to the many complex employment problems—touched on in paragraphs 24 and 27 of the Office paper—raised by large-scale migration of labour within and between African countries, and even to countries outside Africa. Gilbert Pongault had argued persuasively in favour of protecting migrant workers in Africa through the adoption of a regional Convention. The ILO could undertake to prepare such a Convention, for which there were precedents. It might do this with the co-operation of the Organisation of African Unity and assume responsibility for the instrument's application.

Secondly, the African Advisory Committee should give attention to problems of social development in the region, and in particular measures to improve conditions of work and life, within the context of over-all development plans and international technical co-operation programmes, especially those of the ILO. If all segments of the working population were to enjoy the fruits of progress the ILO must see that its social goals were assigned the proper priority.

By marking out those questions for further examination the ILO would give fresh hope to workers in the young African countries, where injustice and exploitation still prevailed and where the First Development Decade had produced such disappointing results.

Mr. Georget, speaking as Employer Vice-President of the Conference, expressed his gratitude for the excellent facilities provided and for the cordial hospitality extended to the participants by the Government and employers' and workers' organisations of Ghana. Thanks were also due to the Office staff, and in particular to the Employers' Relations Service, for their invaluable assistance to the Employers' group. Although African officials regrettably formed only a small proportion of the Office staff, their efficiency and dedication at Accra had reflected great credit on Africa.

The African Employers wished also to take the opportunity of recording their deep gratitude to the Director-General for his unremitting efforts on behalf of African countries.

The Conference had afforded a welcome opportunity for a thorough discussion of highly topical issues, highlighting in particular the key role of social policy in development efforts. At a time when the family and tribal traditions which for centuries had protected the African against adversity were crumbling under the onslaught of industrialisation and urban development, this factor was more vital than ever. The Conference had indeed rendered valuable service by stressing the contribution which more effective labour administration and the expansion of job and training opportunities could make towards achieving the social goals set by the African countries at the national, regional and sub-regional levels. Far too little stress had been placed on job creation during the First Development Decade.
The resolution on technical co-operation in Africa testified to the African countries' unwillingness to be satisfied with mere lip service to their development needs and their earnest desire to see the ILO deepen its knowledge of their problems, enhance the effectiveness of its operational activities and help them to give fuller effect to international labour standards.

The Conference's resolutions, which the Director-General was to communicate to governments, employers and workers in the region, provided a framework for future action and set ambitious goals whose attainment would call for full tripartite co-operation. It was vital that all three sides should now commit themselves wholeheartedly to putting those resolutions into practice, and the ILO should increase its technical co-operation activities in the region for that purpose. High priority should be given to rural development, which depended on integrated and well-balanced programmes suitably adapted to the traditional social structure.

However successful the Conference had been, the ILO must not stand still. It should already be investigating the questions to be examined by the African Advisory Committee at its next session and by the next African regional conference. Two problems seemed to call for urgent study - migrant labour and social security. The ILO was the organisation best fitted to deal with the former, which raised serious political and social issues in the region. In that connection, a special tribute was due to Mr. Jenks, who during the Conference had persuaded the Ghanaian Government to mitigate the consequences of its decision to protect unemployed Ghanaians through measures detrimental to alien workers and, in so doing, had substantially enhanced the Organisation's prestige. Social security measures also deserved examination, since they provided a highly effective means of ensuring fairer distribution of the benefits of progress and the successful implementation of national development and regional economic integration plans.

Finally, the African employers deeply appreciated both the work done by the Turin Centre and the Organisation's activities in the field of workers' education in Africa. They were eager to play their full part in contributing to the success of all the ILO's African activities.

The discussion was adjourned to the following sitting.

The sitting closed at 6.05 p.m.

Approved by the Governing Body at the first sitting of its 180th Session, held on 29 May 1970.

Héctor GROS ESPIELL, Chairman.
The Governing Body was composed as follows:

Chairman: Mr. GROS ESPIELL

Mr. ABID ALLI, Mr. AGO, Mr. ALABIDI, Mr. ALLAF, Mr. ANDRIANTSITOHAINA, Mr. AZAD, Mr. BECKER, Mr. BEESEMANN, Mr. BENSEDDIK, Mr. BERGENSTRÖM, Mrs. BIDART de LÓPEZ, Mr. CHENG, Mr. DAM-SY-HIEN, Mr. ERMANN, Mr. FAUPI, Mr. FOGAM, Mr. FRANCK, Mr. GEORGET, Mr. GHAYOUR, Mr. GONZALES BLANCO, Mr. GOROSHKIN, Mr. HENNIKER-HEATON, Mr. HILDEBRAND (replaced during part of the sitting by Mr. PERSONS), Mr. KNOLE, Mr. KOKU, Mr. MAINWARING (replaced during part of the sitting by Mr. de MERLIS), Mr. MARTINEZ COBO, Mr. MITRAN, Mr. MORGAN, Mr. MORI, Mr. MORRIS, Mr. NAKAYAMA, Mr. NASR, Mr. NEILAN, Mr. NJOTOWIJONG, Mr. OCHSLIN, Mr. OMONDI, Mr. OVIDO, Mr. PARODI, Mr. PIMENOV, Mr. PLANT, Mr. SARAIYA GUERREIRO, Mr. SHIOJI, Mr. SOMDAH, Mr. SUNDE, Mr. TATA, Mr. TOMASEK, Mr. YLLANES RAMOS.

THIRD ITEM ON THE AGENDA

Record of the Third African Regional Conference
(Accra, 8-18 December 1969) (concl.)

Mr. Solomon, who had attended the Conference as a Worker delegate, expressed the African workers' satisfaction with its successful outcome. Many of them had contributed to the debate on the Director-General's Report, and they had been gratified to find their views reflected in Mr. Jenks's reply to that debate, especially in the passage summarised in paragraph 28 of the Conference record, to which the special attention of governments should be drawn.

The spirit of calm and co-operation prevailing at the Conference had provided ample proof of the delegates' seriousness of purpose and determination to come to grips with their region's problems.

Mr. Franck, as Government Vice-President of the Conference, joined previous speakers in thanking the Government and people of Ghana for their warm welcome to delegates and for all they had done to make the Conference a success.

The Conference resolutions were the outcome of months of arduous and dedicated effort beginning with the African Advisory Committee's Third Session held at Dakar in 1967.

The resolution on labour administration unanimously adopted by the Conference set out cogent reasons for making adequate resources available to labour ministries in order to enable labour administration services to play an expanded role in the development of African countries. As recommended in the resolution, the ILO should back up national efforts to develop labour administration by helping in the training of officials, by awarding study fellowships and in other ways. This and other resolutions should, as proposed in paragraph 29(a) of the Office paper, receive the widest possible distribution.

The resolution on the Jobs and Skills Programme for Africa - a remarkable achievement in African co-operation - was crucially important in that it laid down the guidelines for the African component of the World Employment Programme and for policies to combat unemployment, modernise the rural sector and promote capital investment.
The African countries could be relied upon to apply the objective and far-sighted resolutions adopted in Accra and the ILO to play its full part in promoting the objectives which they proclaimed.

Mr. Osman fully endorsed the Accra resolutions and welcomed the opportunity which the Conference had offered for discussing at the continental level ways of achieving social progress within the context of economic development. As frequently stressed at the Conference, problems of labour administration and manpower development in particular deserved the ILO's closest attention.

He drew special attention to paragraph 1 of the Conference conclusions on technical co-operation in Africa, in which, while welcoming the recent increase in international technical co-operation activities in Africa, the Conference had appealed for a further substantial increase in the volume of such activities so as to meet the real needs of the African countries. The Government of Somalia fully endorsed that appeal in the belief that the effectiveness of the ILO's work in Africa ultimately depended on the volume and type of its technical co-operation activities, particularly in the fields of employment and human resources development.

Mr. Nasr, as one who had been regularly associated with the work of the Governing Body's Committee on Operational Programmes and had frequently advocated an increase in international technical co-operation, fully supported Mr. Osman's last remarks.

He did not entirely share the view in paragraph 2 of the Conference's conclusions on technical co-operation in Africa that aid to a given country should depend, among other things, on its ability to provide counterpart resources for projects, even though that test was commonly applied to UNDP projects (but not, admittedly, to projects financed under the regular ILO budget). The ILO should urge the UNDP Governing Council to waive that requirement in the case of the many developing countries which were quite unable to afford counterpart funds, particularly where technical co-operation was otherwise clearly justified.

Paragraphs 14 and 15 of the same conclusions contained useful suggestions regarding national machinery to deal with technical co-operation matters. UNESCO had already felt the need for such machinery, and the idea was gaining ground in UNIDO. A national tripartite council on technical co-operation could render valuable services in co-ordinating ILO operational activities and advising organisations receiving ILO assistance.

The Conference's extremely useful recommendation in paragraph 18 of the conclusions that the ILO should give particular attention to promoting small and medium enterprises was in line with the appeal made by the Director-General at the Second African Regional Conference in Addis Ababa for the encouragement of private enterprise in African countries. It was clearly unrealistic in small developing countries to stress from the start the building up of large and powerful industries.

Many Employer members had given a great deal of thought to the difficult problem of stemming the outflow of trained personnel from ILO-sponsored projects - the subject of another Conference resolution. The problem concerned not only national counterparts trained by ILO project experts, but also staff trained abroad at the expense of the ILO or other international agencies who, on return home, took up jobs other than those for which they had been trained. Sometimes it was the government itself which transferred such people to jobs not fully relevant to their training. Although of course any curtailment of freedom of employment was objectionable, the ILO might consider persuading the trainee to conclude a contract with his employer whereby he would consent to remain in his job for a given period in return for the training he had received.

The resolution was in fact more particularly concerned with the departure of national counterparts trained by experts. One solution might be for governments to provide much stronger material incentives to continue working on the project.
Mr. Moudilen-Massengo regretted having been unable personally to go to Accra, though his country had been well represented. He wished to join in expressing appreciation to the Government and people of Ghana for their warm welcome. The host country had spared no effort to ensure the success of the Conference.

Labour administration, technical co-operation and employment policy - the items on the Conference's agenda - were subjects of crucial concern not only to Africa but also to the world at large and had a key contribution to make to the World Employment Programme.

As regards the latter, the Conference had had the merit of recognising that the Programme should be fitted within the context of world economic conditions, and not merely those obtaining within a given country.

Instead of simply distributing the resolutions, as proposed in paragraph 29 of the Office paper, the ILO should go much further and, by providing advice and information, seek to promote a climate of opinion in the African countries favourable to the full implementation of those resolutions. One difficulty, for example, in applying the resolution on labour administration in some African countries was that labour departments were powerless to influence certain sectors of the economy controlled by the reactionary foreign monopolies to which Mr. Pimenov had referred. Unless the ILO tried to break down those bastions of resistance to change by all the means at its disposal, the Accra resolutions would end up as dead letters.

Mr. Owor welcomed the opportunity afforded by the Conference for thorough examination of the subject of employment policy in Africa and other important topics. As had been recognised both in the Director-General's Report and in the Conference's resolutions, the present high unemployment rate was to blame for the grave social instability in the region. Though any support was of course welcome, the ILO was showing too detached and circumspect an attitude in gearing its assistance to the developing countries' own efforts: it must commit itself wholeheartedly to giving them all the help they needed.

The advanced countries could also do much more to help the developing nations, for example by paying higher prices for their primary products. At present the often low export prices paid for their farm produce were hastening the drift of population into the cities in a vain search for jobs.

For all their dedicated efforts, Uganda and other African countries had not yet solved the immense problem of unemployment, and until they did so their people would continue to suffer hunger and privation.

Mr. Omondi endorsed the resolutions adopted by the Conference, which had provided a welcome opportunity for reappraisal of African labour problems and practical proof of the success of the ILO's decentralisation policy.

The troublesome problem - referred to by Mr. Nasr and dealt with in one of the resolutions - of the outflow of trained personnel from technical co-operation projects should receive the closest scrutiny, since it seriously jeopardised the continuing success of the projects following the withdrawal of the international experts. Something must also be done to end the often frustrating delay encountered by recipient countries in negotiating such projects.

As regards employment policy - the subject of another resolution - some countries were unfortunately content merely to set employment goals in their development plans. The time had now come, however, for them to take specific measures to effect the Jobs and Skills Programme for Africa so that, when the International Labour Conference came to discuss the implementation of the World Employment Programme at its 1971 Session, those countries would already have some real progress to report.

Finally, in the belief that labour administration had a worthwhile contribution to make to economic and social development in Africa, the Kenyan Government fully endorsed the proposal in paragraph 29(g) of the Office paper for the establishment of an English-speaking African labour administration centre.
Mr. Njotowijono, endorsing the proposals in paragraphs 1 and 29 of the Office paper, expressed the great interest of the Conference's resolutions for other regions, such as Asia in particular.

He strongly supported the suggestion in paragraph 29(f) of the Office paper that all ILO member States, and particularly the industrialised countries, should lend assistance in carrying out the Jobs and Skills Programme for Africa.

The establishment of an African regional labour administration centre for English-speaking countries, proposed in paragraph 29(g), would also greatly help in tackling the grave problems of unemployment in those countries.

Because of the importance of these proposals, he agreed with the suggestion already made that the Director-General should report on progress achieved in carrying out the Jobs and Skills Programme for Africa, and that such reports should be addressed not only to the African countries but to the entire ILO membership.

Mr. Oviedo congratulated all who had participated in the Conference on the excellent resolutions and conclusions which it had adopted.

The resolution on labour administration - for which Mr. Franck had so persuasively urged support - deserved the closest attention. The conclusions on technical co-operation in Africa were of interest not only to Africa but also to other regions such as Latin America, which continually asked for and invariably obtained an increase in ILO technical co-operation activities.

The problem of the outflow of trained personnel from technical co-operation projects was becoming acute for all regions, and the invitation addressed to the Director-General in the relevant resolution to investigate it was therefore extremely welcome.

Several speakers had rightly emphasised the importance of the resolution on the Jobs and Skills Programme for Africa in implementing the World Employment Programme in the region. The world programme being designed, as the resolution itself stated in its preamble, and as the Director-General had explained to the Preparatory Committee for the Second Development Decade at its meeting in July 1969, as an essential component of the Second Development Decade, the adoption of guidelines for the Jobs and Skills Programme for Africa marked a major step forward. It was important to stress, however, that, as pointed out by the Director-General in his Report to the International Labour Conference at its 1969 Session, the main responsibility for the implementation of the World Employment Programme would fall on governments, which must commit themselves to the pursuit of policies aimed at achieving the highest possible level of productive employment.

In Part II, paragraph (d), of the same resolution the Conference had urged each of the African countries to reappraise existing policies concerning such matters as investment, education, training, rural development, and so on, in the light of their effects on employment and manpower development. In other words, it was vital in promoting employment creation to ensure co-ordination of the whole range of activities designed to achieve the ILO's social objectives.

Finally, he strongly urged the advanced countries to secure remunerative prices not only for the primary products of the African countries, in accordance with the appeal addressed to them in Part III, paragraph (b) of the resolution, but also for those of the Latin American and other developing countries.

Mr. Goroshkin, while admitting that the Conference had made a worth-while contribution to the cause of economic and social development in Africa, felt that much still remained to be done to liberate the peoples of several African countries, such as South Africa and Southern Rhodesia, from the scourge of racial oppression. The time had come for some response to the wishes expressed by speakers at the Conference who had called upon the ILO to help in wiping all traces of neo-colonialism from the face of Africa.

The USSR Government similarly supported Mr. Moudileno-Massengo's proposal that the ILO should examine the problem of the exploitation of certain African peoples by foreign monopolies which cared nothing about improving their conditions of life.
As had often been pointed out by Governing Body members in the past, the ILO had an important role to play in promoting international trade and, above all, in ensuring that all members of society in the developing countries benefited from the resulting increase in prosperity. One grave handicap suffered by those countries, for example, was the low level of prices paid for their primary products. Although other international organisations, it was true, were competent to deal with such problems, the ILO too must adopt a more positive policy towards building up the commercial strength of the developing countries, whose development would ultimately have to be financed out of their own resources. In the meantime, international measures enabling them to supplement those resources were imperative, and they were surely entitled to some degree of economic co-operation from countries which in the past had exploited them so harshly.

The USSR, for its part, enjoyed harmonious relations with many developing countries with which it intended in future to strengthen its links with the aim of ensuring their full economic independence. At the same time it recognised that much would depend on the efforts of the countries directly concerned.

Subject to the amendments proposed by Mr. Abid Ali at the second sitting, the Governing Body adopted the proposals in paragraphs 1 and 29 of the Office paper.

ELEVENTH ITEM ON THE AGENDA

Report of the Fiftieth Anniversary Committee

Mr. Koku said that the account concerning Nigeria in paragraph 53 of the final report on anniversary activities was incomplete. As he had informed the Governing Body at its last session, on 29 October 1969, which his Government had designated as ILO Day, the Minister of Labour and the Head of the Navy had reviewed ILO activities in Nigeria at a press conference, which had been followed by a film. The seminar held by the Nigerian Employers' Consultative Association, to which the report did refer, could certainly be included in the list of activities if the Association so desired, although in fact it was an annual event.

Mr. Möri regretted that the report was not accompanied by an account of the interesting discussion which had taken place in the Fiftieth Anniversary Committee. He hoped that a summary of the discussion could be made available to the Governing Body at its next session.

The Workers were highly gratified to note the almost world-wide success of the anniversary activities, in which governments, employers' and workers' organisations and many intergovernmental and international non-governmental organisations had played their part. They joined the Committee in expressing their warm gratitude to Mr. Kaplansky, the Fiftieth Anniversary Co-ordinator, and to his colleagues in the Office for their untiring efforts to make the anniversary a success. The ILO had been fortunate indeed to find in Mr. Kaplansky a man of unusual organisational talent and rare imagination.

Mr. Mitran reported that in Rumania — in addition to the issue of a special postage stamp and certain activities indicated in the final report — wireless and television programmes had been broadcast on the ILO and its achievements; six special articles had appeared in technical reviews concerning youth, women, legal topics and labour problems; from 29 to 31 October 1969 ten articles had appeared in Rumanian daily newspapers; and on 29 October the Rumanian Institute for Foreign Relations had held a commemorative ceremony presided over by the President of the International Law and International Relations Association.

His Government intended to send the Office further details of anniversary activities in Rumania.

1 Minutes of the 177th Session of the Governing Body, fifth sitting, p. 28.
Mr. Abid Ali associated himself with Mr. Møri's remarks and particularly with his expression of gratitude to Mr. Kaplansky.

The anniversary activities, in which thousands had enthusiastically participated throughout the world and which were not by any means all recorded in the report, had mainly stressed the ILO's past contributions in achieving social justice for working men and women. The world would judge the ILO in future, however, by its success in dealing with world unemployment and fulfilling the aims of the Declaration of Philadelphia.

Mr. Bergenström associated the Employers with the tribute paid to Mr. Kaplansky.

Mr. Pimenov said that many organisations in his country and in particular workers' organisations had contributed to the anniversary activities, whose success owed much to Mr. Kaplansky's advice and assistance during his visit. The ILO had been widely publicised through all information media, a seminar on the anniversary had been held and the workers had been closely associated with the celebrations.

Mr. Moudileno-Massengo also wished to congratulate Mr. Kaplansky on his achievements as Co-ordinator.

The information given in the report on anniversary activities in his country was incomplete. Two series of stamps had been issued—one whose theme was the ILO's contribution to industrialisation and another commemorating ILO activities in agriculture. Two days had been devoted to educational wireless broadcasts concerning the ILO and its structure.

Speaking, however, of the ILO's structure—now under review—it was to be regretted that it was much the same as fifty years before. He strongly hoped that the next fifty years would witness a complete overhaul as a result of which the Organisation would more accurately reflect the facts of today's world.

Mr. Paupl greatly regretted the many serious omissions from the account of anniversary celebrations. For example, there was no mention of several important activities which had taken place in the United States. A lively and useful seminar on the ILO's services to mankind had been held by the University of California and the trade union movement at Santa Barbara. The United Nations Association of the United States had organised at San José an extremely successful two-day programme of meetings and exhibitions commemorating the anniversary, which had been attended by representatives from some fifty countries and addressed by Mr. Paupl himself as guest speaker.

Mr. Allaf also found the final report on anniversary activities incomplete, as was doubt inevitable. In the Syrian Arab Republic, in addition to the activities listed in the appendix the ILO and its objectives had been widely publicised through all information media and had formed the subject of lectures and debates in schools and universities.

The most important event commemorating the anniversary in the Arab world had undoubtedly been the proclamation of the foundation of the Arab Labour Organisation on 5 January 1970 at the Fifth Conference of the Arab Ministers of Labour. This important new regional organisation—the outcome of years of debate—would serve to spread awareness of the ILO's principles and aims throughout the Arab countries and would, it was hoped, co-operate closely and constructively with the ILO itself.

Mr. de Marlis joined in the tributes paid to Mr. Kaplansky at the last Governing Body session for his success in giving the anniversary real meaning. Thanks to Mr. Kaplansky's dedicated and tireless efforts to stimulate a world-wide response, the work of the ILO was not only better known but also better appreciated than ever before. Speaking as a fellow Canadian and on behalf of his Government, he wished to express deep pride in the outstanding achievements of Mr. Kaplansky, who truly deserved the accolade of an ambassador of goodwill and who had set an example of devotion unlikely to be surpassed by anyone entrusted in future with such a challenging task.

The most important event in Canada had been a four-day national tripartite conference on industrial relations problems in that country. The largely
tripartite composition of the conference, which had been attended by some 200 civil servants, employers and workers, had worthily reflected the ILO's own structure. The world of scholarship had also been represented by Mr. J.K. Galbraith of the United States, Mr. Louis Armand of France and Mr. Allan Flanders of the United Kingdom, and the ILO by Mr. de Givry, Chief of the Social Institutions Development Department.

Mr. Yllanes Ramos found the range and number of anniversary activities extremely impressive and added to those of previous speakers his own thanks to Mr. Kaplansky.

The ILO must now take full advantage of the new world-wide awareness of its principles and aims and ensure that in future its efforts to promote social justice received proper publicity through an extensive public information campaign.

At the outset of its second half-century the ILO should undertake a revision of the International Labour Code to bring it into line with present-day realities. Only if its international standards - whether contained in Conventions and Recommendations or in resolutions of Industrial Committees and regional and other meetings - were kept up to date would the ILO be properly equipped to meet the challenge of its next fifty years.

Mr. Njotowijono proposed that, since many important activities throughout the world had clearly not been recorded, governments should be invited to submit information on the main activities in their countries so that the Office could produce a full record for future reference.

The Chairman indicated that, though the Committee had completed its work, the Office could incorporate any such information in a revised document.

Mr. Parodi expressed satisfaction with the obvious success of the anniversary and associated himself with the tributes to Mr. Kaplansky, to whom the Governing Body was already indebted for his long record of service on the Workers' benches.

Mr. Age associated himself with the expressions of gratitude to Mr. Kaplansky.

He was somewhat surprised by the omission of any reference to the many anniversary activities in Italy. Among the most important, on 30 June 1969 a special ceremony attended by the President of the Republic had been held at the Capitol in Rome. Speeches had been given by the Under-Secretary of State for Foreign Affairs (in the Minister's absence), the Minister of Labour, the Principal Deputy Director-General of the ILO and himself, and earnest hopes had been expressed for the success of the ILO's activities in its next half-century.

At a special ceremony the Senate had already approved the ratification of eleven international labour Conventions, and the lower House was to hold a similar ceremony shortly.

Finally, thanks to a private organisation with which he himself was associated, an Italian edition of ILO Conventions had been published for the use of Italian trade unions.

The report should be revised, as had been suggested, to include this and other additional information.

Mr. Persons congratulated Mr. Kaplansky on his outstanding performance as Co-ordinator of the anniversary, which - to judge from the report, even though it was incomplete - had clearly been a great success.

Mr. Morgan expressed appreciation of Mr. Kaplansky's unremitting efforts both in the anniversary year and for many months preceding it to ensure the success of the anniversary celebrations.

The report did not mention all the important events which had taken place in the United Kingdom, and in particular the national ceremony held in London on 29 October 1969, at which the Minister of Employment and Productivity, Lord Collison and Mr. Henniker-Heaton had addressed a large gathering. A subsequent reception had been attended by ministers, members of all political parties, the Leader of the Opposition - himself a former Minister of Labour who had often attended the International Labour Conference - and the Conservative Party's spokesman on labour matters.
Mr. Richan, on behalf of Canadian employers, associated himself with the tributes paid to his compatriot, Mr. Kaplansky.

Mr. Neilan also congratulated Mr. Kaplansky who, he felt, had deserved well of his country.

The Director-General assured the Governing Body that the report on fiftieth anniversary activities appended to the Committee's report would be supplemented and brought up to date in the light of the debate in the Governing Body and of any further information which might be communicated to the Office. It would then provide an accurate final record of an important year in the ILO's history. The Governing Body could rest assured that anniversary activities which showed promise for the future of the ILO would be suitably followed up.

Much of the credit for the remarkable success of the anniversary celebrations was due to Mr. Kaplansky's aggressive and dedicated approach to his difficult task. Although the Governing Body had approved the anniversary programme, Mr. Kaplansky had conceived it and guided its implementation with extraordinary resourcefulness and perseverance.

The Chairman expressed his personal congratulations and those of the Uruguayan Government to Mr. Kaplansky on the really impressive outcome of his endeavours.

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 180th Session, held on 29 May 1970.

Héctor GROS ESPIELL,
Chairman.
MINUTES OF THE FOURTH SITTING

(Wednesday, 4 March 1970 - 3.40 p.m.)

The Governing Body was composed as follows:

Chairman: Mr. GROS ESPIEIL

Mr. ABID ALI, Mr. AGO, Mr. ALAPIDI, Mr. ALLAF, Mr. ANDRIANTSITOHAINA, Mr. AZAD, Mr. BECKER, Mr. BEERMANN, Mr. BENSEDDIK, Mr. BERGENSTROM, Mrs. BIDART de LÓPEZ, Mr. CHENG, Mr. DAM-SY-HIEN, Mr. ERDMANN, Mr. FAUPL, Mr. FOGAM, Mr. FRANCK, Mr. GEORGET, Mr. GHAYOUR, Mr. GONZALES BLANCO, Mr. GOROSHKIN (replaced during part of the sitting by Mr. MOLCHANOV), Mr. HENNIKER-HEATON, Mr. HILDEBRAND (replaced during part of the sitting by Mr. PERSONS), Mr. HIROSE, Mr. KNOLE, Mr. KOKU, Mr. MAINWARING, Mr. MANESCU, Mr. MARTINEZ COBO, Mr. MORGAN, Mr. MÖRI, Mr. MORRIS, Mr. NASR, Mr. NEILAN, Mr. NJOTOWIJONO, Mr. OECHSLIN, Mr. OMONDI, Mr. OVIDEO, Mr. PARODI, Mr. PIMENOV, Mr. PLANT, Mr. SARAIVA GUERREIRO, Mr. SHIOJI, Mr. SOMDAH, Mr. SUNDE, Mr. TATA, Mr. TOMÁSEK (replaced during part of the sitting by Mr. MURIN), Mr. YLLANES RAMOS.

THIRTEENTH ITEM ON THE AGENDA

Draft Code of Practice on Occupational Safety and Health in Building and Civil Engineering

The Governing Body postponed consideration of this item to its 180th (May-June 1970) Session.

FOURTEENTH ITEM ON THE AGENDA

Amendment of Rule 15 of the Model Code of Safety Regulations for Industrial Establishments for the Guidance of Governments and Industry (1949) - Rule 15: Construction and Installation of Electric Passenger, Goods and Service Lifts

The Governing Body postponed consideration of this item to its 180th (May-June 1970) Session.

FIFTEENTH ITEM ON THE AGENDA


The Governing Body noted that the report on the Conference would be submitted to it at its 180th (May-June 1970) Session.
SIXTEENTH ITEM ON THE AGENDA

Composition and Agenda of Committees
and of Various Meetings

First Paper: Composition of Standing Bodies

African Advisory Committee

Mr. Paupl, referring to paragraph 2 of the first Office paper, suggested that the Workers' group should be allowed to communicate the two outstanding nominations to the Office with a view to their submission to the Governing Body at a later session.

It was so agreed.

Joint Committee on the Public Service

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

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

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

Panel of Consultants on Co-operation

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

Second Paper: Composition of the Committee of Social Security Experts

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

SEVENTEENTH ITEM ON THE AGENDA

International Institute for Labour Studies

Mr. Weissenberg, noting that the report covered the Institute's first ten years of activity, felt that the time had come for an over-all appraisal of its work. There was no doubt that the Institute had made great strides and that it was now the genuine academic body originally contemplated. Though at first concerned almost exclusively with teaching - its primary function, through which it helped to develop knowledge of the ILO and its work among the Organisation's own constituents - it had subsequently devoted greater attention to research. It was, of course, essential to maintain a proper balance between the two functions.

The special courses on employment market problems and economic growth had proved successful, and efforts to limit the number of languages used for a course to one - or at most two - had led to closer contact between students.

1 See also seventh sitting.
As regards co-operation between the ILO and the Institute, it was heartening to note that, far from growing apart, the two bodies were developing an increasingly close and constructive relationship, without the Institute's independence being in any way threatened.

On the other hand, the problem of financing remained unsolved. The Institute was living from hand to mouth, and far from achieving financial independence it showed a deficit. Income and expenditure should be properly balanced and the Financial and Administrative Committee should consider the desirability of adjusting the ILO subsidy in the light of increasing costs. The Institute would then be able to make long-term plans and work more effectively.

The Governing Body took note of the report.

FIFTH ITEM ON THE AGENDA

Reports of the Committee on Freedom of Association

Mr. Goroshkin reminded the Governing Body of his Government's oft-stated opinion that because of the importance of the Committee on Freedom of Association a review should be undertaken both of its composition, which should be made more broadly representative, and of its working procedure.

This necessity was evidenced once again in the 116th Report, which showed that the Committee had entertained a complaint against the Government of Cuba even though nothing was known of the identity or status of the complainant organisation. Such methods did no credit to the Committee. It was urgent that steps should be taken to ensure representation within it of different national economic systems and trade union tendencies.

In the meantime, he would refrain from taking part either in the discussion or in the decisions on the Committee's reports.

Mr. Murfin associated himself fully with Mr. Goroshkin's remarks.

113TH REPORT

The Chairman drew the Governing Body's attention to the fly-sheet accompanying the 113th Report, in which the Committee indicated that by Resolution No. 1412/XLVI the United Nations Economic and Social Council had requested "the International Labour Organisation to prepare and forward to the resumed 47th Session of the Council a comprehensive report on the position concerning the infringements of trade union rights in the Portuguese colonies in Africa". The Committee went on to indicate that it considered that its 113th Report "might be forwarded by the Director-General to the United Nations as a response to the request of the Economic and Social Council".

Mr. Martínez Cobo, speaking as a member of the Committee on Freedom of Association, was not sure that the fly-sheet faithfully reflected the Committee's decision. The latter's function was to deal with specific cases, not to carry out studies of the kind proposed by ECOSOC. The 113th Report might serve as a basis for the report which the Director-General would submit to ECOSOC, but could not take its place, since it dealt with a far narrower subject.

Mr. Ago considered that Mr. Martínez Cobo's observations were pertinent, particularly if one considered the Spanish text of the fly-sheet, which was not an exact translation of the French. For instance, it referred to a "violación" (violation) of trade union rights, whereas the French spoke only of "atteintes" (infringements). Similarly, the last sentence was not identical in the two languages.
Mr. Benseddik observed that the report under discussion was an internal ILO document of a technical nature which might be discussed in the Governing Body but which did not appear to constitute a proper basis for a reply to the formal request of ECOSOC. The latter had asked the ILO, as a specialised agency concerned with the protection of freedom of association everywhere, whether such freedom did or did not exist in the Portuguese colonies and whether or not there had been any infringements against that freedom there. Mr. Ago's distinction between violations and infringements of basic human rights was a valid one; it could not be said that in the Portuguese colonies those rights had been "violated", since it was not possible to violate something non-existent.

The report should be considered from a twofold point of view: first, as an internal ILO document and, secondly, from the point of view of the reply to be given to the Economic and Social Council.

The report revealed the existence of a whole series of serious restrictions on trade union rights, which added up to the fact that in Portugal itself there was no freedom of association. It might indeed be appropriate to suggest that the Committee on Freedom of Association should submit a new recommendation to the Governing Body which would do more than merely ask it to take note of a situation totally at variance with the most elementary standards of the Organisation.

However, something still worse was involved, since oppression of Portuguese workers by their Government could in no case justify that of African workers in the Portuguese colonies. Those workers were engaged in a struggle. They had accepted tremendous sacrifices as the price of freedom. The ILO therefore could do no less than affirm that there was no freedom of association in the Portuguese colonies, and that was the approach which the Director-General should adopt in replying to the Economic and Social Council. While the report under discussion might be appended to the Director-General's reply, for the use of ECOSOC specialists, what really mattered was that the ILO should give a clear and precise answer, worthy of its status as the vigilant defender of freedom of association everywhere.

The Chairman indicated that the observer representing the Government of Cuba had requested permission to speak. Unfortunately, the request could not be granted, since the Standing Orders made no provision for Government observers to address the Governing Body.

He endorsed Mr. Benseddik's suggestion that consideration should be given first to the report of the Committee on Freedom of Association as such and then to the question of the reply to be given to ECOSOC.

Mr. Ago observed that the Committee on Freedom of Association was a quasi-judicial body whose role was solely to consider complaints, as it had done in this case; but though it could not undertake itself to give a reply to the Economic and Social Council, it had felt that its present report, which dealt with specific complaints concerning violations of freedom of association in Portugal, might nevertheless constitute an element for the Director-General to take into account in his reply to ECOSOC.

The Chairman, concurring, invited comments on the recommendations contained in paragraph 170 of the report.

Mr. Benseddik considered that the concluding part of the paragraph did not correspond with the rest of it. What in fact were the conclusions drawn from the preceding enumeration of infringements of freedom of association? The Governing Body was asked to underline that all of the recommendations in the report applied ipso facto without distinction to Portuguese "overseas provinces" and to emphasise that measures should be taken, but the conclusion did not emerge clearly. Could Mr. Ago clarify the matter?

Mr. Ago observed that paragraph 170 covered five pages. He could only suggest that anyone interested should read it and draw the proper conclusions.

Mr. Georget took it that the Director-General would reply to the Economic and Social Council on the basis of the opinion of the Committee on Freedom of Association, which after all was subordinate to the Governing Body. He asked that the reply should refer to "Portuguese colonies" and refrain from using any
expression suggesting that any part of Portugal proper was located in Africa - which was certainly not the case. Portugal should be treated in the same way as South Africa had been treated in connection with apartheid.

Mr. Moudileno-Massengo endorsed Mr. Benseddik's distinction between metropolitan Portugal and what the report referred to as the Portuguese "overseas provinces", whose status was completely different. Metropolitan Portugal had ratified certain ILO Conventions and recognised certain rights for Portuguese nationals. If Lisbon should now deny those rights, that might be regarded as a violation of the Convention on freedom of association which Portugal had ratified; but the situation was entirely different in the overseas territories, or Portuguese colonies, whose nationals were denied all rights, whether in Angola, Mozambique, Cape Verde or Guinea Bissau. As Mr. Benseddik had said, it was not possible to speak of a violation of a right which had never been recognised.

Mr. Ghayour, speaking as a member of the Committee on Freedom of Association, observed that the Committee was guided by Conventions Nos. 87 and 98 and that its procedure had been approved by the Governing Body, though it was subject to modification from time to time as circumstances required.

The Economic and Social Council had requested the ILO to consider violations and infringements of freedom of association. In the meantime, the Committee on Freedom of Association had already been seized of Case No. 226. It had examined the case and had now submitted its report, which the Director-General might use in replying to ECOSOC.

As regards the question of terminology raised by Mr. Georget, the Committee had been guided by the usage of the United Nations. The question whether the areas under discussion should be called "overseas territories" or "colonies" was outside the scope of the present discussion, which was concerned with freedom of association.

Mr. Mb'ri considered it a good thing that reports of the Committee on Freedom of Association should be from time to time discussed in the Governing Body, which after all was called upon to take the final decisions on the Committee's conclusions and to assume final responsibility for them. The Workers' group, for its part, endorsed the conclusions in paragraph 170 of the report, which met in particular the preoccupations expressed earlier by Mr. Benseddik.

As to the expression "Portuguese overseas provinces", it was that normally used by the Portuguese Government, and the fact that in the report it appeared in inverted commas showed clearly enough what were the Committee's views in the matter.

Finally, as regards the fly-sheet attached to the report, the Worker members agreed with Mr. Benseddik. It was not for the Committee on Freedom of Association to reply to the Economic and Social Council. The Committee had dealt with a specific case, as was its duty. At the same time, its conclusions showed clearly what was the true situation in Portugal in regard to freedom of association and, so far as the "overseas provinces" were concerned, the wish was plainly expressed that workers there should be allowed to set up their own trade union organisations and be guaranteed the full enjoyment of trade union rights.

Mr. Georget was not entirely satisfied with the explanations given. No part of Portugal was located on the African Continent, and it was incorrect to speak of Portuguese provinces. When the Director-General transmitted the report he should indicate that, while it might concern continental Portugal, the situation in Africa was quite another matter. Where there was no freedom, there could be no question of extending freedom.

Mr. Bo-Boliko could not understand the efforts being made to justify the use of the term "overseas provinces", with or without inverted commas. Since they were colonies, why not have the courage to call them that? Why insist on using the expression used by Portugal? Colonial domination could only mean slavery, and that term certainly described the situation in the Portuguese colonies of Africa, where there was no freedom of association and where there could be no freedom of any kind until they regained their sovereignty and acceded to independence.
The Chairman asked once again that consideration of the Committee's report as such be kept separate from the question of the reply to be given to the Economic and Social Council. Was the Governing Body prepared to adopt the recommendations contained in paragraph 170 of the report?

Mr. Benseddik reminded members that the Committee's report had been drafted following the submission of a complaint by a trade union organisation. Its conclusions were categorical: freedom of association and the right to strike and to bargain collectively did not exist either in Portugal or in the Portuguese colonies. However, after noting these facts, the report merely recommended the Governing Body to "take note" of them. That seemed rather strange. The Governing Body should not confine itself to taking note, but should, in view of the gravity of the clearly established facts, suggest a condemnation. The Committee should therefore be asked to review its report and submit other conclusions to the Governing Body.

Mr. Georget agreed. While he would have been prepared to "take note" of the facts relating to Portuguese metropolitan territory, he refused, as a member of the Governing Body, to take note of a document which referred to "Portuguese overseas provinces in Africa". No African who loved his country and had fought for its freedom and independence would agree to "take note" of such a document. Portugal should be condemned as South Africa had been condemned.

The Chairman asked whether Mr. Benseddik's proposal to refer the report back to the Committee on Freedom of Association for further study was seconded.

Mr. Mori pointed out that in its conclusions the Committee did not merely recommend the Governing Body to take note of certain changes in legislation; it also recommended the Governing Body to draw the Government's attention to the need for taking certain steps.

The territories concerned were of course colonies and not "Portuguese overseas provinces". However, international usage and the Committee's procedure - which might perhaps have to be modified, as Mr. Goroshkin had suggested - made it necessary to use wording of this kind. In any event, the Committee's conclusions constituted a condemnation of a de facto situation. The fact that the wording used conformed to the procedure approved by the Governing Body itself in no way detracted from the severity of the indictment, and the Governing Body would be well advised to approve it.

Mr. Ago, as Chairman of the Committee on Freedom of Association, commented on some of the statements concerning paragraph 170.

The use of the expression "Portuguese overseas provinces" had drawn forth a reaction from some members of the Governing Body, especially Mr. Georget. The members of the Committee on Freedom of Association and its Chairman were no less attached than Mr. Georget to the noble ideals of freedom and independence of peoples which had been so eloquently. However, in the present instance the Committee had to reply to observations made by a Government which constantly used the expression mentioned in its own communications. It was of course open to the Committee to use some other expression, such as "Portuguese colonies". However, it had felt that by using the Government's own wording and placing it in inverted commas it had gone a step further. To place a term in inverted commas was in fact to indicate that one did not share the views of those who had used it. It was tantamount to saying: you use this term on your own responsibility and we cannot share that responsibility. The members of the Committee would therefore regret having to use "colonies" instead.

As regards Mr. Benseddik's remarks, a careful reading of paragraph 170 would show that it was unfair to say that the Committee had merely recommended the Governing Body to take note of certain data provided by the Government in its replies. Each recommendation in paragraph 170 to "take note" of the Government's reply was followed by a recommendation implying certain observations and criticisms and drawing the Government's attention to them. The language used was of course the objective and courteous language which the Committee had to use in all of the cases which it considered. However, the underlying tone of firmness was unmistakable.
The Governing Body could of course take whatever decisions it saw fit. However, the Committee on Freedom of Association was convinced that it had dealt fully and objectively with the case and saw no need to revise its report.

Mr. Georget hoped that the full text of Mr. Ago’s statement would be joined to the report. Moreover, in paragraph 170(i)(3), the words "effective opportunities for all workers in the Portuguese overseas provinces" should be replaced by "effective opportunities for all workers in the non-European countries which you have referred to as Portuguese overseas provinces".

The Chairman invited the Governing Body to take a decision on paragraph 170 of the report, subject to the interpretation given to it by several speakers, especially Mr. Méri and Mr. Ago. As regards Mr. Georget’s proposal that the text of Mr. Ago’s statement should be joined to the report, he pointed out that the statement would in any event be recorded in the Governing Body minutes.

Mr. Moudileno-Massengo suggested including Mr. Ago’s interpretation of the term "Portuguese overseas provinces" in the report itself. That could be done by adding a footnote to the paragraph in question.

The Chairman thought that, in view of the obvious relationship between the report and the minutes of the Governing Body sitting at which it was approved, it would suffice to indicate very clearly in the minutes that the placing of the term "Portuguese overseas provinces" in inverted commas implied a condemnation, that term being nothing more than that used by the Portuguese Government.

Mr. Georget pressed for the inclusion in the minutes of the full text of Mr. Ago’s statement. He also asked that the minutes should record the change which he himself had suggested.

The Chairman confirmed that that would be done.

The Governing Body adopted the recommendations in paragraph 170 of the report.

The Chairman suggested that, as regards the reply to be given to the Economic and Social Council, the Governing Body should confine itself for the time being to asking the Director-General to draft a reply which would take account of the information in the report itself and of the debate that had just taken place.

The Director-General wondered whether the best procedure might not be for him to communicate to the Economic and Social Council a full record of the Governing Body’s discussion. That would make the position perfectly clear and preclude the possibility of varying interpretations later.

It was agreed that in view of the request contained in Economic and Social Council Resolution No. 1412 (XLVI) the Director-General would transmit the report to the Council together with a full record of the Governing Body’s discussion.

115TH REPORT

I. Introduction

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

II. Case Which the Committee Considered Did Not Call for Further Examination (Case No. 607: Uruguay)

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

116TH REPORT

I. Introduction

The Governing Body took note of this section of the report.
II. Complaints Which the Committee Recommended Should Be Dismissed as Irreceivable under the Procedure in Force

The Governing Body decided that, for the reasons indicated in paragraph 9 of the report, the complaints referred to in paragraphs 10 and 11 were not receivable under the procedure in force.

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

The Governing Body adopted the recommendations in paragraphs 24 (Case No. 442: Guatemala), 33 (Case No. 556: Morocco), 42 (Case No. 566: Dominican Republic), 54 (Case No. 578: Ghana) and 62 (Case No. 617: Venezuela) of the report.

IV. Definitive Conclusions in the Cases relating to Argentina (Case No. 541), Cuba (Case No. 551) and Brazil (Case No. 558)

The Governing Body adopted the recommendations in paragraphs 73, 117 and 152 of the report.

V. Interim Conclusions in the Cases relating to Brazil (Case No. 385), Spain (Cases Nos. 520 and 540), Chad (Case No. 569), Bolivia (Case No. 571), Panama (Cases Nos. 572, 581, 596 and 610), Argentina (Cases Nos. 574, 588 and 592), Ecuador (Case No. 598), Guyana (Case No. 602) and Uruguay (Case No. 604)

The Governing Body adopted the recommendations in paragraphs 193, 261, 275, 315, 330 and 568 of the report.

Mr. Martinez Cobo said that, as indicated in paragraph 373, the Constitution of Ecuador specified which persons were subject to military jurisdiction. It seemed hardly appropriate to draw the Government's attention to certain standards and principles since it was the Constituent Assembly, not the Government, which had drawn up the Constitution. In any event, since 1966 no one had been imprisoned in Ecuador for trade union activities, nor on the kind of political charges sometimes used as a cover-up for the persecution of trade union leaders.

The Governing Body adopted the recommendations in paragraphs 379, 390 and 412 of the report.

117TH REPORT


SEVENTH ITEM ON THE AGENDA

Report of the Allocations Committee

Mr. Martinez Cobo was deeply concerned at the Committee's apparent acceptance of the United States Government view that the minimum rate of 0.08 per cent was appropriate for the ILO scale. That rate was in fact arbitrary, unfair and lacking in any logical basis; it bore no relation to the capacity of the smaller countries to pay, as eloquently demonstrated by the fact that the very member States at present in danger of losing their voting rights because of arrears in the payment of their contributions were those assessed at the current minimum rate.
The Governing Body should put a speedy end to a situation in which such member States had to contribute at a rate twice or three times as high as that applied to them in the United Nations. The United Nations scale was the only logical one because it took account of various factors, and in particular the capacity to pay.

As he had urged at the previous session, the Bolivian Government's request for a reduction of its arrears of contributions should be dealt with as quickly as possible; the ILO had all the information needed for that purpose.

Mr. Laurelli reminded members that since 1966 the Argentine Government had been urging the ILO to adopt the system of the United Nations, which had a special committee responsible for recommending rates of contribution that took account of the special circumstances and capacity to pay of each member State. Unfortunately, the Allocations Committee and the Governing Body still had no clearly defined policy. Each year large contributors which were assessed at lower rates in the ILO than in the United Nations and other international organisations took up positions which placed other countries in an increasingly difficult situation and, to an increasing extent, jeopardised their ability to pay their contributions. It was highly disturbing that after years of discussion a problem that could have been quickly disposed of by the adoption of the United Nations system was still unsolved.

Mr. Saraiva Guerreiro pointed out that in May 1968 the Governing Body had approved a formula for improving the ILO scale in two successive phases. The first phase, which ran from 1969 to 1971, was important in that it marked the initial step towards alignment with the United Nations scale. However, the actual improvement was slight: the Brazilian Government's assessment, for example, would decrease from 1.31 to 1.23 per cent during the period, whereas it was only 0.84 per cent in the United Nations.

The Allocations Committee was unfortunately slow in tackling the larger problem now facing it because certain governments refused to discuss the matter until the United Nations scale for 1972 and subsequent years had been agreed. However, it was not the actual amounts that should now be discussed, but the principle of alignment, and that could be done on the basis of the original Canadian formula, since the latter was based on percentages. Since the assessment of each ILO member State was fixed by the Conference, no State had the right unilaterally to decide that it would not contribute more than a certain percentage of the budget. If such an example were followed by other member States the Organisation would soon be bankrupt.

The present criteria for the assessment of contributions to the ILO budget formed an incoherent patchwork based on arbitrary concepts and historical considerations of the League of Nations, and such assessments discriminated against the developing countries. Prompt action should therefore be taken to ensure that at the 1971 session of the Conference the ILO scale was brought into harmony with that of the United Nations, which took account of each country's income per head and capacity to pay, in accordance with General Assembly Resolutions 2190A (XXII) and 2474A (XXIII). These did not, as was sometimes claimed, represent an attempt by the United Nations to put improper pressure on the specialised agencies. They were merely the clear expression of a common political will.

An important and difficult task lay ahead, and it was to be hoped that a fair and satisfactory solution could be worked out through negotiation before the November session of the Governing Body.

Mr. Oviedo supported the previous speakers. His Government had repeatedly urged that the ILO scale should be quickly brought into line with that of the United Nations, in fairness to the developing countries.

Mr. Laurelli complained that paragraph 4 of the report was too brief by comparison with paragraph 5. The latter was of course important because it set out the position of the United States Government. However, the report should have contained an appropriate record of the arguments put forward by the representatives of the five countries mentioned in paragraph 4 instead of lumping their statements together in one disproportionately brief paragraph which reflected neither the range of the points covered nor the time devoted to their discussion.
Mrs. Bidart de López reaffirmed the position of the Latin American countries and the developing countries generally, as set out by them clearly, precisely and with increasing urgency ever since 1965 in the Allocations Committee, the Governing Body, the Finance Committee of Government Representatives at the Conference and plenary sittings of the Conference - namely, that in accordance with General Assembly Resolution 2190A and having regard to the differences in membership between the two organisations the ILO scale of contributions should be brought into line with the United Nations scale as quickly as possible.

That position had been restated at the last session of the Conference and again in the Allocations Committee at the present session of the Governing Body. The representatives of the developing countries who had spoken in the Committee, though in full agreement on the general principle of alignment, had covered many different aspects of the issue, and like Mr. Laurelli she was rather surprised by the cursory and even confused record of their statements which appeared in paragraph 4 of the report. Fuller justice should have been done to the arguments of the developing countries, since their aim was the replacement of haphazard and sometimes arbitrary criteria by a rational and standardised system based on justice and sound mathematics.

Those countries had made a clear appeal for suggestions from quarters other than the small group of countries from which they usually came. They were prepared to consider any formula that took account of the principles which they upheld and of the decisions of the United Nations General Assembly, and they earnestly hoped that at its November meeting the Allocations Committee would make some progress and submit firm recommendations to the Governing Body.

Mr. Mainwaring, as Chairman and Reporter of the Committee, observed that the positions of its various members had been set out in great detail in several of the Committee's earlier reports. When the Committee had made no progress it was pointless to try and conceal that fact by submitting a long report to the Governing Body. The length of a report was not a decisive test. Some of the Committee's fastest progress had been made when negotiations were conducted informally, and on one occasion the Committee's report had consisted of only one page.

Paragraph 9 of the report contained an appeal to members of the Governing Body which he hoped would be heard by all - not excluding Employers and Workers - to submit constructive suggestions in time for the Committee's November meeting.

Mr. Persons endorsed Mr. Mainwaring's comments on the size of the report.

It had been suggested that some members of the Committee consistently opposed changes in the ILO scale, but that was not really the case. The Committee had recommended changes almost unanimously, with no opposing votes. The United States Government had not only favoured the adoption of these changes but had played a part in developing the formula on which they were based.

It had also been said that the Committee had made only minor progress; that again was open to dispute, since it was on the Committee's initiative that the minimum rate had been reduced from 0.12 per cent to 0.08 per cent over a period of years, which meant that on the basis of the present budget the minimum contribution was about $24,000 where it would previously have been about $36,000.

It was to be hoped that the ILO would soon arrive at a scale satisfactory to all member States. That would require detailed consideration of various possibilities, and the Allocations Committee was a better forum for discussions of that kind than the Governing Body.

Mr. Molchanov pointed out that the USSR representative on the Allocations Committee had objected to the proposal in paragraph 8 that the Director-General should draw up a hypothetical scale of assessments in accordance with certain criteria because it was opposed to those criteria, one of which was the application of the present maximum rate of 25 per cent. Since that figure could be justified on neither political, economic nor legal grounds, the Director-General was being asked to undertake a considerable but useless task.

The USSR Government did not accept the idea that the scales of assessments of the specialised agencies should be aligned on that of the United Nations and had voted against the General Assembly's recommendations to that effect. In the
case of the ILO, the point was often made in discussions on the Organisation's structure and procedure and the principles governing the use of its budgetary funds that the ILO was in a special position. If that was so, the argument was in all logic applicable to the scale of contributions as well.

The Soviet Government had nevertheless shown its good will by agreeing to an increase in its contribution to the ILO budget. It had done so mainly in order to help the developing countries. However, it had expected that an end would be put to the present intolerable situation as regards the representation of the Socialist countries and that a solution would be found to certain problems which prevented the Soviet Union from participating fully in the work of the ILO. No progress having been made in that direction, his Government could not agree to any further increase in its contribution. The Governments of the Ukraine and Byelorussia took the same position.

Mr. Murfn could understand the criterion mentioned in paragraph 8(b) but sought some justification of the figure of 25 per cent mentioned in paragraph 8(a).

Mr. Persons referred Mr. Murfn to paragraph 5 of the report. The request mentioned in paragraph 8 had been made by the Italian Government representative and should not be interpreted as a decision by the Committee to accept the criteria listed as the basis for the ILO scale.

Mr. Murfn asked that if hypothetical scales were to be drawn up a variant not based on the figure mentioned in paragraph 8(a) should also be contemplated.

Mr. Martinez Cobo took a similar position with regard to paragraph 8(b). The ILO minimum rate of 0.08 per cent was equally arbitrary, and there was no reason why the United Nations minimum rate of 0.04 per cent should not be applied.

The Governing Body took note of the report.

The sitting closed at 6.25 p.m.

Approved by the Governing Body at the first sitting of its 180th Session, held on 29 May 1970.

Héctor GROS ESPIELL, Chairman.
MINUTES OF THE FIFTH SITTING
(Thursday, 5 March 1970 - 11.15 a.m.)

The Governing Body was composed as follows:

Chairman: Mr. GROS ESPIEL

Mr. ABID ALI, Mr. ABABID, Mr. AGO, Mr. ALLAF, Mr. ANDRIANTSITOINA, Mr. AZAD, Mr. BECKER, Mr. BEERMANN, Mr. BENSEDDIK, Mr. BERGENSTROM,
Mr. BIDART de LOPEZ, Mr. CHENG, Mr. DAK-SY-HIEN, Mr. DATCU, Mr. ERDMANN,
Mr. FERIA BAPTISTA, Mr. FAUPL, Mr. FOOGAM, Mr. FRANCK, Mr. GEORGET, Mr. GHAYOUR,
Mr. GONZALEZ BLANCO, Mr. GOROSHKIN, Mr. HENNIKER-HEATON, Mr. HERON,
Mr. HILDEBRAND, Mr. KNOLLE, Mr. KOKU, Mr. MAINWARING, Mr. MARTINEZ COBO,
Mr. MORI, Mr. MORRIS, Mr. NAKAYAMA, Mr. NASR, Mr. NELAN, Mr. NJOTOWIJONO,
Mr. OECHSLIN, Mr. OMONDI, Mr. OVIEDO, Mr. PARODI, Mr. PIMENOV, Mr. PLANT,
Mr. SHIOJI, Mr. SOMDAH, Mr. SUNDE, Mr. TATA, Mr. TOMASEK, Mr. YLLANES RAMOS.

SIXTH ITEM ON THE AGENDA

Reports of the Financial and Administrative Committee

First Report

FINANCIAL AND GENERAL QUESTIONS

Programme and Budget for 1969: Budgetary Performance and Transfers

In accordance with Article 16 of the Financial Regulations, the Governing Body approved the transfers listed in Annex A to the report.

Status of Contributions at 31 January 1970

Position of the Working Capital Fund

Occupation of Posts and Temporary Appointments at 1 January 1970

Report of the United Nations Advisory Committee on Administrative and Budgetary Questions

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

Additional Assessment for 1971 under Article 20, Paragraph 3(a), of the Financial Regulations

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

1 See also seventh sitting.
NINTH ITEM ON THE AGENDA

Report of the International Organisations Committee

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

Joint Meeting of the Administrative
Committee on Co-ordination and the
Committee for Programme and Co-ordination

Report on the First Session of the Joint
FAO/UNESCO/ILO Advisory Committee on
Agricultural Education, Science and Training

Relations with the League of Arab States

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

Inter-American Convention on Human Rights

Mr. Martinez Cobo hailed the signing of the San José Convention as the outcome of ten years of effort and noted with satisfaction that, as stated in paragraph 12 of the report, the text of the instrument took full account of the ILO's comments.

There were no grounds for the Workers' misgivings, recorded in paragraph 13 of the report, about the risk of encroachment by the Inter-American Court on Human Rights on the competence of the ILO's supervision machinery. It would nevertheless be interesting if, as they had suggested, the Director-General would submit a thorough analysis of the situation in that respect to the Governing Body at some future session.

The Chairman, speaking for himself and as a Latin American, expressed his satisfaction at the adoption of the Convention, which his country had played a large part in drawing up. Drafts submitted by Uruguay and Chile had served as the basis for the final stages in the process of establishing machinery for the protection of human rights in the Americas, as marked in particular by the Second Special Inter-American Conference held in Rio de Janeiro in 1965 and the Special Committee which had met in Panama in 1966 and at which he had led his country's delegation.

Mr. Pineda also welcomed the Convention, whose significance for human rights and social justice in the Americas was reaffirmed in its preamble. The ILO's comments had greatly influenced the San José Conference and had been reflected in the final text of the instrument. Such international gatherings owed their special importance to the positive standards which they produced. He hoped that the next Conference of American States Members of the ILO, to be held in Caracas, would yield results beneficial to Latin American workers and achieve the same success as the Third African Regional Conference held in Accra, the recent Regional Technical Meeting in Latin America on the Role of Agricultural Organisations in Economic and Social Development and other regional meetings.

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

Second Session of the Intergovernmental Committee
on the Application of the International Convention
for the Protection of Performers, Producers of
Phonograms and Broadcasting Organisations

Mr. Henniker-Heaton expressed the Employers' full agreement with the Workers' group on the need to protect performers. The ILO, one of the organisations which had sponsored the Rome Convention, had not done enough to
encourage its ratification, and he urged the Director-General to make every effort in that direction.

Mr. Parodi agreed. He asked that the term "take note of the report" in the decision recommended by the Committee should be interpreted in a positive way, i.e. that the matter should be followed up as appropriate with a view to promoting fair solutions.

Mr. Mori drew attention to the wish expressed by the Worker members of the Committee that the ILO should concern itself more actively with the ratification of the Rome Convention: they would, in particular, have liked the Governing Body to address an appeal to governments. After all, it was the ILO which had initiated action to protect performers, who played a major part in spreading culture among the people.

Further to a resolution adopted by the Advisory Committee on Salaried Employees and Professional Workers at its Sixth Session in 1967, as well as requests from international organisations of musicians and actors, the Worker members of the Committee had formally asked the Office to carry out a survey of the conditions of employment of performers. That subject was fully within the ILO's competence, and it was to be hoped that the request would soon be met.

The Governing Body adopted the recommendation in paragraph 14 of the report.

TENTH ITEM ON THE AGENDA

Report of the Committee on Industrial Committees

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

Mr. Faupl, on behalf of the Workers' group, supported the recommendations in this section of the report.

Mr. Beermann, who had attended the session as a member of the Governing Body delegation, observed that the participants' spirit of dedicated co-operation, which had led to the unanimous adoption of all but one of the Committee's resolutions and conclusions, showed what an important contribution Industrial Committees could make to ILO activities as a whole.

The participants had nevertheless expressed dissatisfaction on one point: the Office reports did not always give an accurate picture of current conditions in the different industrial undertakings. The authors of such reports should not have to base themselves entirely on written material but should be enabled to obtain direct and practical experience of actual conditions in the industry.

Two topics especially had claimed the Committee's attention - programming and planning, and shift work. As regards the former, an excellent atmosphere had prevailed between the groups, and the Employers in particular had shown a sympathetic understanding of the problems posed by technological developments. As regards shift work, the Workers had felt that the general study on the subject now in preparation by the Office would not cover the iron and steel industry adequately and that the problems peculiar to that industry warranted a special study. It was to be hoped that the Director-General would meet the Committee's wishes on this point.

1 See also seventh sitting.
The spirit of understanding which had prevailed at the meeting and its successful outcome augured well for the future work of Industrial Committees.

The Governing Body adopted the recommendations in paragraphs 6, 8, 11 and 22 of the report.

II. Tripartite Technical Meeting for the Leather and Footwear Industry: Effect to Be Given to the Conclusions and Resolutions of the Meeting

Mr. Faupl expressed the Workers' support for the recommendations in the report. The meeting's success demonstrated that ad hoc meetings for industries not catered for by any standing ILO body met a real need.

The Governing Body adopted the recommendations in paragraphs 30, 35, 37 and 40 of the report.

TWELFTH ITEM ON THE AGENDA

Activities of the International Occupational Safety and Health Information Centre (CIS) from 1 January to 31 December 1969

Mr. Plant, while assuming that the Governing Body would examine in greater detail the in-depth review of the Occupational Safety and Health Programme when it discussed the third report of the Financial and Administrative Committee, pointed out that the major problem facing the CIS was its lack of financial resources and the resulting shortage of staff. The proposal in the in-depth review that certain extra-budgetary CIS posts should be charged to the regular budget to a value of about $60,000 would insure automatic coverage of the Centre's normal cost increases. In view of the worth-while and important work which the Centre was doing, the Workers' group insisted that its financial and staff resources should be suitably increased.

Mr. Bergenström said that the Employer members largely shared the views just expressed on the Workers' side, particularly on the inadequacy of the Centre's resources. He proposed that the Governing Body should take the item up again when discussing the in-depth review.

The Chairman said that members could indeed revert to the subject of the CIS when considering the third report of the Financial and Administrative Committee.¹

The Governing Body took note of the Office paper.

The sitting closed at 11.55 a.m.

Approved by the Governing Body at the first sitting of its 180th Session, held on 29 May 1970.

Héctor GROS ESPIELL, Chairman.

¹ See seventh sitting.
MINUTES OF THE SIXTH SITTING
(Thursday, 5 March 1970 - 3.15 p.m.)

The Governing Body was composed as follows:

Chairman: Mr. GROS ESPIELL
Mr. ABDEL ALL, Mr. AGO, Mr. ALABIDI, Mr. ALLAF, Mr. ANDRIANTSITOHAINA, Mr. AZAD, Mr. BECKER, Mr. BEERMANN, Mr. BENSEDDIK, Mr. BERGENSTRÖM, Mrs. BIDART de LÓPEZ, Mr. CHENG, Mr. DAM-SY-HIEN, Mr. ERDMANN, Mr. FAUPL, Mr. FOGAM, Mr. FRANCK, Mr. GEORGET, Mr. GHAOUR, Mr. GONZALES BLANCO, Mr. GOROSHKIN, Mr. HENNIKER-HEATON, Mr. HERON, Mr. HILDEBRAND, Mr. KNOLLE, Mr. KOKU, Mr. MAINWARING, Mr. MARTINEZ COBO, Mr. MITRAN, Mr. MORRIS, Mr. NAKAYAMA, Mr. RASH, Mr. NEILAN, Mr. NJOTOWIJOJO, Mr. OECHSLIN, Mr. OMORDI, Mr. OVIDE, Mr. PARODI, Mr. PIMENOV, Mr. PLANT, Mr. SARAIWA GUERREIRO, Mr. SHIOJI, Mr. SOMDAH, Mr. SUNDE, Mr. TATA, Mr. TOMÁSEK, Mr. YLLANES RAMOS.

FOURTH ITEM ON THE AGENDA


Mr. Neilan lodged a strong objection to certain omissions from the draft version of the report on the Working Party's debates. His own observations, recorded in paragraph 149, thus appeared to have no foundation since the summary of another statement in paragraph 146 left out the remarks which had caused him to make them. That was clear from the appendix, which fortunately reproduced the statement in full. He urged that care should be taken in future not to omit speakers' key points.

The Chairman explained that, doubts having been cast on the accuracy of the record of Mr. Pozharsky's remarks given in paragraph 146, he had held a meeting with Mr. Bergenström and Mr. Pozharsky. Since no agreement had been reached on a revised version, it had been decided to leave the summary as it stood and to append to the report a translation of the full text of Mr. Pozharsky's statement. While the accuracy of paragraph 146 was a matter of appreciation, at least every effort had been made to reach a solution satisfactory to all concerned.

Mr. Coin felt that the Working Party's failure to agree on the major issues before it might suggest that its work had been unavailing and its members' attitudes inflexible. In fact, its far-reaching discussions, which were clearly reflected in the report, had shed welcome light on the various points of view. Speaking for a member State not represented in the Working Party, he wished to comment on the most controversial issue, namely the composition of the Governing Body. In deciding whether to maintain or to abolish the non-elective seats provided for in article 7 of the Constitution, an important point to bear in mind was the need for continuity in the ILO's work. The Scandinavian countries were prepared to explore all possible ways of breaking the present deadlock and finding a solution which, apart from preserving such continuity, would ensure proper geographical distribution of seats and allow some flexibility.

The problem of non-elective seats was also linked with the provisions of article 36 of the Constitution concerning constitutional amendments, and the report drew attention to the desirability of making certain adjustments which would not require a change in the Constitution. The fact, for instance - which the Nordic countries regretted - that neither Africa nor Latin America had any non-elective seats would doubtless receive further consideration with a view to determining whether a temporary solution was desirable and possibly working out criteria applicable within those regions and designed to allow them permanent or quasi-permanent representation. Similarly, the problem of the under-representation of the smaller countries of Western Europe, to which several members of the Working Party had referred, might be solved simply by increasing
the number of deputy Government members from twelve to fourteen. Such a solution, which did not appear to have been contemplated by the Working Party, would establish a balance between the deputy and regular Government members similar to that already achieved in the other two groups without any need for a constitutional amendment.

Mr. Allaf, also speaking for a government not represented on the Working Party, regretted its failure to achieve agreement on any of the major problems before it, though he paid tribute to its members' efforts to find solutions. Considering that the Governing Body must report to the Conference, the wide differences of opinion were extremely disappointing - though hardly surprising, since those who benefited by the present discriminatory system could hardly be expected to give up their privileges readily.

The system of non-elective Governing Body seats constituted an anomaly which nothing could justify. The argument, for instance, that all members, whether elective or not, enjoyed equal voting rights and strength made light of differences in their term of membership and ignored the fact that - for example on a question as important as a constitutional amendment - the affirmative vote of an elective member meant nothing unless supported by the votes of five of the ten States of chief industrial importance. The mercenary argument that those ten States should enjoy privileges in the Governing Body simply because they paid large contributions to the budget was equally unconvincing. International organisations were not clubs for the great powers, and such privileges in fact had no parallel in any other organisation. The permanent seats on the Security Council were a special case, where international security was the paramount consideration.

The need for continuity in the ILO's work was invoked to perpetuate a system whereby - despite the arguments set out in paragraph 66 of the Working Party's report - the non-elective members enjoyed a real veto over constitutional amendments, since under article 36 of the Constitution six of them could block such amendments even where supported by an overwhelming majority, or indeed by all of the remaining members - a theoretical possibility which clearly illustrated the dangers of the present situation. It was idle to argue that a reasonable amendment had never been thwarted in the past or that differences of interests would prevent the ten States of chief industrial importance from uniting to oppose one. What was wrong was that six members should have the privilege to decide what was "reasonable" and that a system of two-class membership incompatible with the facts of present-day life should remain enshrined in the Constitution; that basic anomaly would hardly be remedied through the addition of two further non-elective seats or the establishment of semi-permanent seats for certain regions.

As regards the appointment of the Director-General, it was only natural and reasonable that the Conference, as the supreme and most representative ILO body, should elect the Director-General, who would thus enjoy the confidence of all. The argument that a Director-General appointed would be less responsive to control by the Governing Body seemed groundless, since the latter would still be called upon to choose the candidate and submit his name to the Conference. The chances of conflict would also be lessened by extensive prior consultations.

As regards the relationship between the Employers' group and socialised management, he subscribed to the views of the Socialist countries and to those expressed in the Working Party by the Algerian Government representative. Universality and tripartism implied fair representation for all employers, which should be achieved by agreement between those directly concerned.

It was gratifying to note the Working Party's agreement on a recommendation concerning the composition of meetings of experts and advisory panels. The stalemate on all other questions showed the need for the Working Party to continue its work. The best procedure would probably be for a larger and more representative working party to make a fresh attempt at reaching an agreement before the next Conference session. Failing that, there would be no choice but to resume discussion at the Conference, and, if necessary, at future Governing Body sessions.

Mr. Bergenström pointed out that the Employers' views on the relationship between the elective and the non-elective seats in the Governing Body - an important question, though views might differ as to whether it was, as claimed by some, the most important - were set out in paragraph 56 of the report; they considered
that the present composition of the Governing Body as prescribed in the Constitution should be retained. They would not, however, oppose certain adjustments which had been suggested in the Working Party, and possibly others such as those now mentioned by the Danish Government representative, provided that they did not infringe upon group autonomy.

Mr. Njotowijono, while acknowledging that ideally the principle of equality required that all seats in the Governing Body should be elective, felt that the problem could not be approached solely from an idealistic point of view. He accordingly did not suggest that the non-elective seats should be abolished nor, in particular, that the two Asian countries at present occupying such seats should give them up.

As to the granting of non-elective seats to regions which at present had none, it did not in fairness seem possible to oppose requests to that effect from the regions concerned, provided, of course, that such seats did not increase the total number allocated to each region; he wondered, however, whether it was really in the interest of any group of countries to obtain such seats, having regard in particular to the principle of equality among Members. Such a subtle, delicate and complicated problem plainly called for a long-term solution, and that was at least one reason why the Working Party should be allowed to continue its work.

No immediate change was desirable in the role of the Conference in the election of the Director-General, though the Conference, which was more representative than the Governing Body, should certainly be given a say in the matter. Whether it confirmed the election or was simply notified of it, the question should be placed as a formal item on its agenda for debate. This too was a long-term problem, and it too should be referred back to the Working Party whose whole purpose was to work out adjustments which, without upsetting what already existed, would bring the ILO's structure into line with the realities of a changing world.

Mr. Martínez Cobo, speaking as the representative of a government which was not a member of the Working Party, felt that, whatever difficulties a constitutional amendment might raise, certain anachronisms must be removed at an early date. Only the day before, contrary to international practice and the right of States to participate in the work of all bodies of organisations to which they belonged, the Standing Orders had been invoked in denying an observer the right to address the Governing Body on a matter of vital concern to him.

He was strongly in favour of changing the present system of non-elective seats in the Governing Body. Elections were the democratic practice of all organisations in the United Nations system. The issue was one of principle, namely the equality of all member States, whatever their size or the amount of their contribution, and that ruled out arrangements such as the provision of further non-elective seats for Africa and Latin America. Moreover, as pointed out earlier by Mr. Golc, a question of fairness towards the smaller countries of Western Europe was also at stake.

Regarding the election of the Director-General, he favoured some form of participation by the Conference, such as confirmation of the election - a procedure followed by UNESCO and other organisations without raising difficulties and one which would by no means entail an abdication of the Governing Body's responsibilities.

He supported the recommendation in paragraph 260 of the report concerning the composition of meetings of experts and advisory panels. However, fair geographical representation, which was vital in such meetings, might be impaired by the inclusion of the words "and different points of view", in subparagraph 2(b), and they should therefore be deleted.

Finally, in view of the difference of opinion in the Working Party it seemed pointless for it to continue its work; the matter should now be referred directly to the Conference.

Mr. Goroshkin observed that the matters under discussion raised a fundamental issue, namely that of equal participation of member States in the work of all ILO bodies and groups. In the past fifty years the world had undergone vast changes: certain States which in 1919 enjoyed a predominant position had lost it, while Socialist economies had grown to the extent that they now accounted for 40 per cent
of the world's production. It was high time to adjust the ILO's structure to the realities of today, as desired by the great majority of the membership. It was disappointing that because of the inflexible attitude displayed in certain quarters, particularly among the Employers, the Working Party had been unable to make any progress in that direction.

The arguments of those who opposed reform had been based on tripartism, group autonomy and the independence of the Employers' group, whose freedom had been heavily stressed whereas employers from Socialist countries - it was alleged - had no freedom at all. The fact was that no one could evade the general rules governing the life of the State to which he belonged, and he himself always listened with interest to the views expressed by members of the various groups, who quite understandably tended to defend the national systems under which they lived; governments did, after all, play a part in the appointment of all ILO delegates. But, by the same token, he did not see why the Socialist employers should be denied that same right to defend the system in their countries.

True, the position of Socialist employers differed sharply in some respects from that of private employers. The Socialist manager, who himself belonged to the working class, was called upon to promote not only the interests of the undertaking, but those of the community as a whole, and of the workers in particular, whereas in non-Socialist countries management had their own interests most at heart. This difference did not, however, warrant the current policy of discrimination whereby representatives from Socialist countries were denied equal participation in the work of all ILO bodies.

The principle of fair geographical rotation in the election of the President of the Conference and of the officers of committees seemed to have been accepted by the Working Party on Programme and Structure, to judge from paragraph 12 of its Fourth Report. It was regrettable that the Working Party on Structure had made no proposal for applying the principle of fair geographical representation to all ILO bodies, including the Governing Body.

While tripartism was of course an important principle, Mr. Ago's statement in paragraph 118 of the present report placed it in its proper perspective. If it presented a real obstacle to equal participation by the Socialist countries in the ILO's work, it should be adapted to allow those countries, and in particular the representatives of socialised management, their due place in the Organisation. The USSR Government would agree to any structural change which would achieve that end without delay, on the understanding that the representatives of socialised management would represent Socialist economies alone and not all employers throughout the world.

As for the other matters dealt with by the Working Party, the USSR Government's views were as set out in the report.

Mr. Saraiva Guerreiro felt that the basic injustice of the present rules governing the Governing Body's composition arose from considerations of geographic balance. Whereas the over-all composition of the Governing Body represented the regions quite fairly, the present system entailed disproportionate representation for some regions within the group of non-elective members. The latter did in fact enjoy a very real privilege through continuous membership on the Governing Body, thanks to which they remained in constant touch with ILO affairs and could afford to maintain a staff of officials specialised in that field.

Being without permanent seats, Africa and Latin America were under-represented at a time when the policy was decentralisation and increased stress on technical co-operation. Two remedies were possible. One would be to abolish the system of non-elective seats, which would mean sacrificing the element of continuity which was the main advantage of the present system. Alternatively, and preferably, non-elective seats could be given to the two regions which at present had none, and the Brazilian Government was prepared to study the proposals made along those lines.

Indeed, it had itself suggested a solution which, while maintaining the principle embodied in article 7(2) and (3) of the Constitution, and without affecting either the position of the present non-elective members or the present number of elective seats, would ensure minimum representation of all regions. The number of non-elective seats would be increased from ten to twelve and the
number of seats of regular members from twenty-four to twenty-six, while each region would be allowed at least one non-elective seat. An increase of less than 10 per cent in the membership of the Governing Body would in no way impair its effectiveness. Amending the Constitution was admittedly a lengthy process, but that was all the more reason for acting promptly. In the meantime, a transitional solution which had been suggested in the Working Party, namely the regular re-election from among the African and Latin American countries of one State which would represent each of those regions semi-permanently in the Governing Body, might be worth contemplating.

Mr. Tomášek felt that the report had shown up quite plainly the ILO's failure to adapt to the political, economic and social changes of the last fifty years. While he had tried to understand the logic of the arguments for retaining the non-elective seats in the Governing Body and while, in particular, he was prepared to agree that in dealing with problems of structure the principles of equality and democracy should not be interpreted in a purely formal way, his Government remained convinced that present inequalities in the ILO stemming from the system of non-elective seats as well as from the position of socialised management representatives - a closely related problem - must be abolished.

The fact that, although Socialist governments had now been in power for twenty-five years and the Socialist countries were fulfilling all their obligations towards the ILO, representatives of socialized management were still denied seats on the Governing Body was a violation of the tripartite principle, in direct contradiction to the ILO Constitution.

As regards the election of the Director-General, a most important matter which concerned all member States, simple justice required that the procedure followed should take into account the views of all of them. The present system did not meet that requirement. The best method would be for the Governing Body to submit an agreed nomination to the Conference, which would then hold the election.

Mr. Mori, while emphatically agreeing that the ILO's structure should reflect actual world conditions, observed that any reforms should meet real needs and minorities be prepared to accept majority decisions in a democratic spirit. On three specific questions the outcome of the Working Party's proceedings coincided with the results arrived at by the earlier Working Party - proof enough of their extreme complexity.

As regards the first question, namely the Governing Body's composition, he observed that the membership conferred on the ten States of chief industrial importance was not permanent, but subject to regular review by the Governing Body in the light of specific criteria which included national income, budget contribution and the size of the working population. As regards the latter, it might be observed incidentally that the African countries, though they complained of under-representation, were in fact treated more fairly than the European countries, which had twice as many workers. Other criteria might well be taken into account, such as respect for human rights, and trade union freedoms, as he had already pointed out in the Working Party.

The main concern of the Workers' group was the survival and effectiveness of the ILO, which had been set up to protect the workers and was the only body in which they could make themselves heard on an equal footing with governments and employers. Enthusiasm for tripartism had somewhat cooled, however, and certain dissenting voices seemed to be expressing a preference for a purely governmental formula; the recent study by Sir Robert Jackson on the capacity of the United Nations development system was an example. The Worker members, in their concern for the ILO's survival, felt that the system of non-elective seats represented an element of stability which, in particular, afforded some protection for certain countries which otherwise might lose their seats for purely political reasons and that abolishing it might put the ILO's very existence in jeopardy.

As regards the representation of socialised management, a satisfactory solution seemed close at hand. Constitutionally tripartism implied the autonomy of the groups which did not want to be put into a straitjacket. It also presupposed some homogeneity in their composition. Proportional representation of many different tendencies in each group was clearly not an ideal solution. ILO elections were democratic and fair, and the majority could always change.
All things considered, a democratic system of majority rule, with respect for the views of various groups, was preferable to proportional representation.

On the question of the appointment of the Director-General by the Conference, the Working Party's report was conclusive; it was unthinkable that some 400 Conference delegates should elect the Director-General. The election of the top executive by such a large electorate was unparalleled; usually such a procedure entailed delegation of authority.

The Working Party's report revealed agreement between the Employers and Workers, supported by some governments, on the first two questions - or rather three, if points (a) and (b) of question I were counted separately - and even broader agreement on question III, namely the composition of meetings. It was useless to rehearse these matters any further, and the Governing Body should now reach a conclusion.

Mr. Eggermann (observer representing the World Confederation of Labour) read out a statement by Mr. Bouladoux, President of the World Confederation of Labour, who was unable to attend.

Adaptation of the ILO's structures, methods and means of action to rapid world changes was of urgent importance. It was not a question of abandoning basic ILO ideals, but of serving them more effectively. The Working Party's report was disappointing because its timid and conservative conclusions failed entirely to do justice to the problems caused by change. Despite the hopes aroused by the review of structure launched by the Director-General in 1963, the Working Party's conclusions on items I and II amounted simply to retaining the status quo, and in a new spirit of paternalism the minorities were being told simply to rely on the majority to secure what they regarded as their rights.

The Confederation's views on the matters dealt with in the report had already been set out in its 1965 memorandum. Though a worthwhile first step had been taken towards solving the third problem on the Working Party's agenda, retention of the status quo on such a vital issue as the Governing Body's composition was quite unacceptable. Institutions had an unfortunate tendency to resist change, even if that meant storing up trouble for the future. In fact, no constitutional amendment was required to ensure fair representation in the Governing Body of all economic and social tendencies and of the major regions or at least to prevent the exclusion of minorities. Several solutions were possible through amendments to the Standing Orders, such as a system of balloting based on proportional representation or the application to the non-governmental groups of an arrangement similar to the system of non-elective government seats.

Mr. Ahmed was in favour of abolishing the system of non-elective seats in the Governing Body, which ran counter to the principle of equality and justice and was all the more objectionable in the case of an organisation dedicated to the establishment of social justice throughout the world. Giving one seat each to the two regions not permanently represented on the Governing Body - a sop, in effect, to those dissatisfied - would hardly resolve the basic question, which was how to establish genuine equality.

That question should be further studied, and he suggested that for that purpose the Working Party should be enlarged to include four more members chosen from among countries with no permanent seat on the Governing Body.

Mr. Bergenström drew attention to paragraph 170 of the report, which recorded the Employers' support for the present method of appointing the Director-General, and supported the views just expressed by Mr. Goroshkin on the subject.

The Employers' group also accepted the recommendation in paragraph 260 concerning the composition of meetings of experts and advisory panels.

The question of primary concern to the Employers was the composition of their group in the Governing Body. They did not find the wording of question I(b) fully satisfactory, as was indicated in paragraph 81 of the report, which set out their views as to where the real problem lay. Being anxious, at the same time, to understand the views of others, they had listened carefully to the statement just made on the subject by Mr. Goroshkin; but they hoped that an effort would also be made to understand their own position. Though the
Employers were accused of inflexibility, many changes had occurred in the last fifteen years and, it was to be hoped, more were yet to come. Attitudes had altered since 1954 when the USSR, after rejoining the ILO, had started its attacks on the Organisation and in particular on employers from non-Socialist countries. In a two-way process of concession and constructive co-operation employers from the Socialist and other countries had established a common area of understanding. Thus at the 1969 Conference session and at recent Industrial Committee meetings they had co-operated fruitfully in dealing with technical subjects. Less time had been taken up in recent years by acrimonious political speeches.

In that process, the employers of the non-Socialist countries had had to overcome a number of difficulties, such as those caused by the tragic events in Czechoslovakia in August 1968. While it was true that purely political statements did tend to poison ILO debates, the employers of the free world could hardly remain unmoved by alarming developments affecting those basic human rights which it was the ILO's duty to defend. They had nevertheless resolved on the eve of the last Conference session to continue their policy of co-operation with their colleagues from the Eastern countries. Their desire not to turn the clock back was a sign, not of inflexibility but of progress.

Admittedly, no delegate from any Eastern country had been elected to the Employers' group at the Governing Body elections held at the 1969 Conference session. Yet those elections had fully respected the provisions of the Constitution, the principle of group autonomy and the need for perfect freedom of vote and choice. The Eastern employers had in fact received some votes, though fewer than in the preceding Governing Body elections, owing no doubt to the recent events in Central Europe.

The record thus showed that much progress had already been made, and it was sure to continue unless hindered by the opponents of closer co-operation. Unfortunately, it had undergone setbacks in the Working Party which were to be deplored for the damage they caused, not to free enterprise - which was thriving - but to the ILO itself, which depended on group co-operation.

Two obstacles in the way of progress called for special attention. One was the USSR Government's refusal to recognise employers' organisations in the free world as social institutions and its view that the ILO should therefore not support them. To overlook the social role and sense of responsibility of such organisations was to ignore the facts, and the USSR Government's negative attitude did nothing to promote better relations between Eastern and Western employers.

The second obstacle - a more technical one - arose from the USSR Government's view that any Socialist employer admitted to the Employers' group of the Governing Body would represent only socialised management, and not the Employers' group of the Conference as a whole. That view was at variance with the spirit and the letter of the Constitution as well as with the attitude of each of the two non-governmental groups of the Governing Body. Paragraphs 26, 40 and 43 of the Fifth Report of the Working Party on Programme and Structure - reproduced in Report IX submitted to the Conference at its 53rd Session - showed that it had largely agreed to recognise the Employer and Worker members of the Governing Body as representative of all Employers and Workers at the Conference respectively. The Employer members firmly supported the principle of their fully representative character and felt that abandoning it would mean the disintegration of the non-governmental groups and sacrificing the ILO's basic principle of tripartism. Was that really what the USSR Government wanted?

Though the outcome of the Working Party's discussions offered little encouragement to the advocates of a reasonable modus vivendi between all the Employers, that was no reason to lose hope. The shared responsibility for promoting peace through social justice, respect for the views of others and a desire to resolve differences of opinion promised some solution compatible with the ILO's basic principles. A particularly hopeful sign was the spirit of courteous co-operation which had prevailed in the Working Party under the skilful, impartial and good-humoured guidance of its Chairman, Mr. Gros Espiell.

Mr. Franck observed that the ILO owed its almost complete success in achieving universality to the world-wide support it had gained for its objective of peace through social justice. That concept in turn implied respect for equality,
particularly as between countries, and the principle of equality, though res­pected at the Conference, was unfortunately not being applied in the Governing Body. The system of non-elective seats reflected a form of discrimination based on national wealth and quite at variance with the ILO's objectives. Some continents had no such seats at all, and the elective seats did not constitute adequate compensation. The Central African Republic was opposed to a mere stop-gap measure such as providing non-elective seats for Africa and Latin America. It supported abolition of the non-elective seats through a constitutional amendment - a step which could only increase the ILO's effectiveness.

Mr. Pimenov regretted the Working Party's failure to make more rapid progress, since, whatever the misgivings of certain opponents of change, modernisation could in fact only strengthen the Organisation.

He disagreed with Mr. Bergenström's views on the relationship between the Employers' group and socialised management and hoped to see a fair and rational solution to that problem.

The Workers' group of the Governing Body was faced with a parallel problem, and, though matters had certainly improved, no fully satisfactory solution had yet been found. There were several tendencies within the world trade union movement and, besides, not all workers were union members. Though Mr. Mšri had dismissed as utopian the idea of proportional representation of all those tendencies in the Workers' group, he himself, far from opposing any such system, considered it both right and desirable. Indeed, it was the only way of ensuring proper representation of all the world's workers by the Workers' group, and the Working Party ought to tackle the problem.

Finally, he believed that democracy demanded some form of participation by the Conference in the appointment of the Director-General.

Mr. Petrov thought that the ILO's whole future would depend on structural reforms, whose adoption would be a most fitting way of celebrating its fiftieth anniversary. Since 1965 they had been postponed indefinitely on various pretexts. It was argued, for instance, that the Organisation's structure had already undergone certain changes; but the modest innovations which had been made did not nearly match the far-reaching political, economic and social changes of the last fifty years, and the system of non-elective seats, the procedure for appointing the Director-General and the discriminatory treatment of socialised management continued exactly as before. The opponents of structural reform were invoking tripartism as the source of the Organisation's strength and vitality, but at the same time, and quite inconsistently, using it as an argument to block progress.

The Bulgarian Government wanted to see the non-elective seats abolished. The system dated back fifty years to a time when the ILO had had only forty members, most of them advanced countries. At present, the Organisation was concentrating on the needs of the developing countries, which made up a large percentage of its 120-odd Members. That trend, as well as the equality of member States, democratic principles and the need to make the Governing Body more representative, were cogent reasons for making all seats elective.

Nothing in the Constitution conferred exclusive rights on the capitalist countries or warranted the discriminatory treatment of managers from the Socialist countries, which now accounted for 40 per cent of the world's industrial production. Socialist managers were accused of using political arguments in debate; but their accusers themselves were inspired by barely concealed ideological motives.

The Conference, which was the supreme ILO organ, should appoint the Director-General on the Governing Body's recommendation, and article 8 of the Constitution should be amended accordingly to bring ILO practice into line with that of the other specialised agencies.

Finally, the speaker supported in principle the recommendation in para­graph 260 of the report.

Mr. Mitran congratulated the Chairman for his contribution towards establishing a harmonious atmosphere in the Working Party, but regretted the latter's failure to give serious thought to the suggestions made for modernising the ILO.
Even though, as Mr. MItk had said, only a minority had supported those suggestions, it was entitled to fair treatment. The discriminatory attitude adopted towards some member States by the Employers' group in the name of group autonomy was contrary to the principles of tripartism and universality and a threat to the ILO's effectiveness. Mr. Bergenström's statement contributed little to the solution of a problem which, as paragraph 160 of the Working Party's report showed, dated back thirty-four years. Such a lengthy delay did not suggest much good will.

It was an illusion to expect present anomalies to be removed through free elections, as had been suggested. So long as the Employers' group denied representatives of socialised management formal recognition as employers, there was no prospect whatever of a fair solution -- namely proportional representation of socialised management in the Governing Body.

Mr. Yllanes Ramos disagreed that the Working Party had achieved nothing; after all, some conflict of opinion was inevitable, and the value of its discussions should not be measured exclusively by any results subjectively regarded as satisfactory. It had held a frank and broad exchange of views conducive to objective clarification of issues, which was a prerequisite for the solution of problems: therein lay the chief merit of its work.

The Working Party's discussions had also shown how far logic could be twisted when questions of democracy and representation were at stake. Three arguments had been put forward.

First, the opponents of the system of non-elective seats had argued that true democracy meant giving a vote to everyone and electing the candidate with the most votes.

Secondly, it had been suggested that refusal to elect a candidate amounted to discrimination in an organisation which was, after all, committed to the fight against discrimination. That argument was inconsistent with the first, since voting -- generally regarded as the most democratic of procedures -- could hardly be discriminatory. The failure of many Latin American countries, European countries, the small Asian countries and many African countries to be elected to government seats in the Governing Body was not due to discrimination: they simply had not received enough votes.

He wished neither to attack nor to defend the system of the ten States of chief industrial importance -- that was the affair of governments and one on which the Government of his country held views perhaps different from his own. One of the advantages of a free country was that employers and workers there could disagree with the government.

Thirdly, it had been alleged that employers from countries with economies based on state-owned capital -- a more meaningful description than "Socialist countries" -- were being discriminated against. According to the Government representative of one of the most important of those countries, however, managers from countries with such economies would, if elected to the Governing Body, represent only employers like themselves, and not others. That view was contrary to the very concept of the representative character of Governing Body members and to the provisions of the Constitution and the Standing Orders governing elections.

The Employer members could hardly be blamed for rejecting a concept of representativeness confined to any one type of structure, since that would mean holding separate elections within the group for representatives of employers from different systems -- from economies based on state-owned capital, from corporative States and, for that matter, from countries under military dictatorship.

The employers from state-controlled economies did enjoy perfectly cordial relations with their colleagues and a working relationship in committees marked by a readiness to co-operate in dealing with technical questions. When it came to voting in plenary sitting, however, they took a different line. That was why the Employers' group refused to elect such persons, who in their own countries performed government functions and were denied the freedom enjoyed elsewhere.
The constitutional aspects of the problem of the appointment of the Director-General called for study. What would happen if the Director-General were elected by the Conference, a legislative body with a constantly changing membership and subject to all kinds of political manoeuvring, and one in which countries with economies based on state-owned capital stood to gain from controlling the votes of their Employer and Worker delegates? If the Conference appointed the Director-General, the Governing Body would no longer be able to control his actions in keeping with what it considered to be the Organisation's higher interests.

This discussion was adjourned to the following sitting.

The sitting closed at 6.30 p.m.

Approved by the Governing Body at the first sitting of its 180th Session, held on 29 May 1970.

Héctor GROS ESPIELL, Chairman.
The Governing Body was composed as follows:

Chairman: Mr. GROS ESPIELL

Mr. ABID ALI, Mr. AGO, Mr. ALABIDI, Mr. ALLAF, Mr. ANDRIANTSITOHAINA, Mr. BECKER, Mr. BEERMANN, Mr. BERGENSTROM, Mrs. BIDART de LOPEZ, Mr. BO-BOLIKO, Mr. CHENG, Mr. DAM-SY-HIEN (replaced during part of the sitting by Mr. LE-VAN-LOI), Mr. ERMANN, Mr. FAUPI, Mr. FOGAM, Mr. FRANCK, Mr. GEORGET, Mr. GHAYOUR, Mr. GONZALES BLANCO, Mr. Goroshkin, Mr. HENNIKER-HEATON, Mr. HERON, Mr. HILDEBRAND (replaced during part of the sitting by Mr. PERSONS), Mr. KNOLLE, Mr. KOKU, Mr. KRISHNAN, Mr. MAINWARING, Mr. MANESCU, Mr. MARTINEZ COBO, Mr. MÜRI, Mr. MORRIS, Mr. NAKAYAMA, Mr. NASR, Mr. NEILAN, Mr. NJOTOWIJONO, Mr. OECHSLIN, Mr. OMONDI, Mr. OVIEDO, Mr. PARODI, Mr. PIMENOV, Mr. PLANT, Mr. SARAIWA GUERREIRO, Mr. SHIOJI, Mr. SOMDAH, Mr. SUNDE, Mr. TATA, Mr. TOMÁŠEK (replaced during part of the sitting by Mr. MURIN and Mr. ŠVAB), Mr. YLLANES RAMOS.

FOURTH ITEM ON THE AGENDA

Report of the Working Party on the Structure of the ILO (cont.)

Mr. Sudono favoured the maintenance of the system of non-elective seats, subject to the provision of such seats for Africa and Latin America. There should be a fair balance between the obligations and rights of the ten States of chief industrial importance and those of other member States.

In accordance with the principles of tripartism and group autonomy, the question of the relationship between the Employers' group and socialised management could best be settled within the Employers' group itself, in a spirit of give and take.

The appointment of the Director-General should remain the prerogative of the Governing Body but should be subject to confirmation by the Conference.

The necessary changes in the ILO's structure would require time, wisdom, patience and careful reflection, and he suggested that the Working Party should continue its discussions and report to the Governing Body at its next session.

Mr. Heron observed that the system of non-elective seats had been criticised on the ground that it dated back to 1919 and that it departed from the "one country, one vote" rule applied in other United Nations bodies. Those criticisms overlooked the fact that the special - but not necessarily less democratic - ILO system of representation had been designed to take account of the Organisation's specific purpose and to reflect, in addition to the "one country, one vote" principle, two important concepts: the need for group organisation, to ensure workers' and employers' participation in the work of the Organisation on an equal footing with governments; and the relevance of member countries' industrial and employment experience to ILO purposes.

Far from producing a static and undemocratic structure irresponsible to change, the system since 1919 had faithfully mirrored world industrial developments. The group concept had gone from strength to strength, while the provision concerning States of chief industrial importance, calculated by its very nature to reflect changes in the world industrial picture, had in fact led over the years to...
changes in the allocation of non-elective seats affecting Belgium, Brazil, Canada and the Netherlands in particular. As noted by the previous Working Party in its Fifth Report, the present Members of chief industrial importance accounted for no less than 63.3 per cent of the world's labour force; nor could it be claimed, looking at the composition of the Government group as a whole, that it failed to reflect world political, social and industrial developments. This surely added up to an essentially democratic system of representation, whose abandonment would gravely impair the authority of the ILO.

Mr. Owor, though grateful to the States of chief industrial importance for their pioneer work and for the guidance they had given the Organisation since its establishment, maintained that a system which enabled six States to frustrate any move to amend the Constitution was undemocratic - indeed oppressive - and quite unacceptable in an organisation which stood for the principle of the equality of all men.

Some members seemed to fear that equal distribution of power might lead to abuse, when in fact the real danger came from too much power in the hands of a few. It was time for the States of chief industrial importance - which admittedly provided the major part of the ILO's resources - to recognise that other countries had come of age and enable them to play their full part in the running of the ILO. The constitutional articles relating to the distribution of Governing Body seats should therefore be amended, and as an interim measure the existing power of veto should be modified, for example by providing at least one additional non-elective seat each for Latin America and Africa.

As regards the appointment of the Director-General, the present practice was satisfactory, though it would be appropriate for the Governing Body, as trustee to the Conference, to report the appointment to the latter as a matter of information. He did not favour giving the Conference a more active part to play in the appointment. For one thing, prospective candidates might well be deterred from applying for the post of Director-General by the knowledge that their personal conduct and qualities would be the subject of wide-ranging public debates, widely reported throughout the world. Then, the relationship between the successful candidate and States which had publicly opposed his appointment was likely to be mutually embarrassing and bedevilled by suspicion and friction. Finally, the political character of the appointment might jeopardise the Director-General's security of tenure and efficiency.

Mr. Knolle praised the Working Party for its excellent report, which was likely to be the subject of much future discussion and study. While of course it offered no ready-made solutions, at least it had made a thorough analysis of the problems before it, including the different points of view and the arguments on which they were based.

Paragraph 117 of the report drew attention to the two concepts of tripartism and universality, which Mr. Ago had pinpointed. The difficulties within the Employers' group had arisen from a conflict between those two vital ILO principles. Of the two, he regarded the tripartite principle and its corollary, group autonomy, as fundamental; accordingly, while conceding that difficulties resulting from a clash between group autonomy and universality should, so far as possible, be resolved through compromise, he was not prepared to see such a compromise achieved at the cost of group autonomy.

The case for the retention of non-elective seats had been admirably stated by Mr. Heron, though some adjustments might be made along the lines of the suggestions put forward with a view to accommodating Latin America and Africa, which would doubtless receive careful consideration.

Any proposal to amend the Constitution should be weighed against the need to uphold principles which had been tried and proved over half a century and to avoid friction, so that the ILO could continue to work smoothly. His country was ready to co-operate in drawing up any proposals conducive to that goal.

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Mr. Murín, while considering it normal that differing opinions should be expressed in a debate such as the present one, wished to protest against Mr. Bergström's references at the previous sitting to the domestic policy of the Czechoslovak Government, which apart from being out of order, since they had nothing to do with the ILO's structure, constituted a purely personal assessment of the events of August 1968. Official Czechoslovak documents, which anyone interested could consult, showed where the truth lay.

It was not for capitalist employers to pass judgment on developments in Socialist countries, particularly when no management representatives from those countries sat on the Governing Body. Mr. Bergström had, it was true, suggested that the capitalist employers might eventually consent to make a few concessions to Socialist employers - perhaps in five or ten years' time!

If the Employers' group continued to obstruct efforts to secure proper representation of socialised management and to use the Governing Body as a forum for political attack, the Czechoslovak Government would be forced to take certain steps, and such a trend would not be in the best interests of ILO ideals of peace and universality.

Mr. Kimbala noted that although various speakers had agreed that the system of non-elective seats was outdated there was a marked reluctance, based on subjective rather than objective reasons, to change it by amending the Constitution. In some cases opposition to change was based on considerations of prestige, or rather a desire to retain power that it sprang from a regrettable belief that making all Governing Body members subject to election would threaten the organisation's very existence. In both cases the fears were unfounded: the developing countries' sole purpose was to promote the ILO aim of peace through social justice.

The principle of equality among Members was already reflected in the composition of the Conference; why not also in that of the Governing Body? Mr. Ago had maintained in the Working Party that the requirements of substantive - as opposed to purely formal - justice were fully met since all members, whether elected or not, had the same rights, powers and voting strength; but the ILO had in fact adopted a formalistic approach to justice in other instances - for example, the Committee of Experts on the Application of Conventions and Recommendations had recently refused to accept the reasons given by his own Government in explanation for the trend towards the establishment of a single national trade union on the ground that such a trend was not formally in accordance with Convention No. 87.

The fact was that neither substantial contributions to the ILO budget, nor a high level of national income, nor a large labour force should give any member State a privileged position in the Governing Body. Constitutional amendments since 1919 had affected only the Governing Body's size, not its composition. The prestige of the ILO demanded nothing less than the repeal of the obsolete constitutional provisions concerning non-elective seats, which had no parallel elsewhere in the United Nations family.

The present method of appointing the Director-General, which enabled a minority to impose its will on the majority, must also give way to a truly democratic system. It was only right and logical that the Director-General, as the responsible head of the Organisation, should be appointed by its supreme organ, the Conference, on the proposal of the Governing Body.

At the previous sitting Mr. Móri had observed, somewhat surprisingly, that it was without precedent for the supreme body of an organisation to appoint its executive head and that such authority was invariably delegated. Was the ILO,
an organisation with specific aims that were entirely different from those of
other bodies, merely to copy the procedure followed elsewhere? Moreover, was it
necessary to remind members of the meaning of universal suffrage? What the
developing countries, most of which had not taken part in the framing of the
Constitution, were asking for was really a minor structural change which, by
placing all Members on an equal footing, would relieve frustration and facilitate
coop eration within the Organisation.

As to the problem of representation of socialised management in the Employers'
group, Mr. Ago had rightly pointed out in the Working Party that it derived from
the need to respect the two vital principles of tripartism and universality.
Tripartism was of course essential, and the conversion of the ILO into a purely
intergovernmental body would vitiate its fundamental purpose. Nevertheless,
the ILO's structure could not remain rigid in the face of change, and it was
therefore urgent to enable employers from Socialist countries to sit on the
Governing Body alongside those of capitalist countries - some of which, inciden-
tially, were tending increasingly towards a socialised form of economy. Socialist
employers, through their experience, could make a very useful contribution to the
work of the ILO.

Mr. Ago regretted the decision taken by the Working Party at its first
sitting, to produce a detailed report in which the various opinions would be
asccribed by name to those who had expressed them. Anyone speaking "for the
record", and aware of the fact, was prone to take up more extreme positions than
would otherwise have been the case, and conciliation of conflicting views was,
as a result, made all the harder. At the same time, it might be that the report
did not give a really faithful picture of the proceedings of the Working Party,
whose members had in fact shown great willingness to hear views opposed to their
own and had often been influenced by them. By and large, the atmosphere had
been very good.

The present debate, by contrast, was deeply disappointing. The same clichés
and half-truths were being endlessly repeated and, despite long and patient
efforts to raise the level of the discussion and place problems of structure in
their proper context, viz. the special needs and distinctive features of the ILO,
it was still being alleged that certain attitudes were dictated solely by a
reluctance to abandon abusive privileges.

Mr. Heron and Mr. Knolle had made highly pertinent comments on the question
of elective and non-elective seats, and those who had spoken of the latter as a
relic of a bygone age incompatible with current world needs should reflect on the
nature and early development of the ILO and the consideration underlying the
adoption of certain constitutional provisions. Even at the time of the ILO's
establishment its membership had included small countries which were not highly
industrialised, and they had been no less jealous of their sovereignty and no
less insistent on equal treatment than the newly independent countries that had
recently entered the Organisation. Nevertheless, the Constitution as then
adopted had not been imposed on those small countries by more powerful States;
it had been freely accepted by all Members of the Organisation. The
Organisation's whole structure had been determined by its specific aim and task,
namely to improve workers' living conditions throughout the world. That was why
a prominent place on the Governing Body had been given not to the wealthiest
countries, but to those which had the largest labour force, and hence a keener
awareness of labour problems suitable for international action, and whose con-
tinuing participation in such Governing Body functions as drawing up the
Conference agenda and supervising ILO operational programmes was therefore
essential. The need was even more striking today than it had been in 1919, with
the ten States of chief industrial importance now accounting for 70 per cent of
the world labour force. A change of system would serve neither the ILO's needs
nor the interests of the world's workers.
Geographical distribution was already largely ensured through the elective seats, which now numbered fourteen and whose proportion in relation to the non-elective seats had increased considerably. Any remaining cause of dissatisfaction on that score sprang from the electoral system, which was not perfect in the ILO, nor indeed in any organisation in the world; and if any region could today complain of under-representation it was Western Europe, which, with a labour force more than double that of certain other regions, nevertheless had fewer representatives in the Governing Body - four in all. To remedy the situation, consideration might have to be given to an increase in the Governing Body's membership.

As regards the appointment of the Director-General, it must be observed that the ILO structure was really based on two - not three - major organs: the Conference and the Office, the latter being in turn supervised by the Governing Body, which was itself appointed by the Conference. Thus if the Director-General were appointed by the Conference he would escape effective supervision both by the latter, which met only during a brief period each year, and by the Governing Body, to which he would not be answerable since it would not have appointed him. The real issue, in other words, was not the relationship between the Governing Body and the Conference, but the possibility of effective control over the activities of the International Labour Office and its Director-General.

As regards the relationship between the Employers' group and socialised management, on which his own statements in the Working Party had been quoted several times, the report suggested the hope - though one might have to read between the lines - that through spontaneous evolution the problem would eventually fade away without any need for seeking a formal solution which, however ingenious, would never satisfy all parties.

Mr. Hildebrand subscribed to the findings embodied in the report.

The United States Government's views on the relationship between elective and non-elective seats were set out in paragraphs 15, 16, 17, 47 and 48. The rationale underlying the principle of continuous representation on the Governing Body of the ten member States of chief industrial importance had, moreover, been most cogently stated by the United Kingdom Government representative.

The attitude of those who were insisting on the inclusion of representatives of socialised management in the Employers' group revealed a double contradiction. In the first place they strenuously maintained that employers as such - non-existent in Socialist countries, where there were only "managers" - had no function in modern society and that employers' organisations could therefore not be considered as social institutions. Why then were representatives of Socialist countries seeking inclusion in a group that had neither a function nor a social purpose? The United States, of course, rejected this negative concept of the role of the employer in modern industrial society.

Secondly, many of them, while maintaining that some seats in the Employers' group should be set aside for representatives of socialised management, opposed the setting aside of seats for States of chief industrial importance. These two mutually inconsistent propositions were also inconsistent with the doctrine of sovereign equality of all member States.

Group autonomy was a vital ILO principle. If a group was not free to choose its own representatives it was not independent; if it was not independent it could not defend its legitimate interests; and the destruction of group independence meant the destruction of the tripartite principle, which was based on the same premise as the system of free collective bargaining that existed in the United States and in many other industrialised countries.

As to whether the Conference should play some part in appointing the Director-General, the United States attitude was recorded in paragraphs 178, 179, 180 and 181 of the report. Its views on the composition of meetings of experts and advisory panels would be found in paragraphs 207 and 208.
Mr. De Bock, speaking for the Worker members of the Working Party as well as for the majority of the Worker members of the Governing Body, confirmed the views stated by Mr. Mőri at the previous sitting.

It was idle to cover endlessly the ground already covered in the Working Party: the time had come to agree on concrete proposals for submission to the Conference.

Mr. Faupl supported Mr. De Bock.

Mr. Végh Garzón thanked the Employer members of the Working Party for their able defence of the Employers' position, based on the principles of tripartism, group autonomy and democratic electoral processes.

Mr. Bergenström, in reaffirming those principles at the previous sitting, had also described the Employers' efforts to make some progress towards solving the problem of representation of the so-called employers from Socialist countries, despite the events that had taken place in Czechoslovakia in August 1968 ...

POINT OF ORDER

Mr. Murín requested that the Chairman ask the Employer members to confine their remarks to the fourth agenda item. If they persisted in referring to matters which were not their concern he would have to intervene again and demand due respect for his country and his Government.

The Chairman trusted that Mr. Végh Garzón would limit his remarks to the topic under discussion.

FOURTH ITEM ON THE AGENDA

Report of the Working Party on the Structure of the ILO (concl.)

Mr. Végh Garzón observed that he had been referring to a matter mentioned in the Working Party's report; he would deal solely with its technical aspects.

Representatives of the Socialist countries had invoked the right to proportional representation as an argument in support of their demand for inclusion in the Employers' group. Such an argument was entirely worthless when advanced by representatives of countries where no such right existed and where there was a totalitarian system of appointment to all political and social organs; it would certainly not induce the Employers to abandon the system of democratic elections. Reference had been made to the need to move with the times, but that argument was meaningless when applied to such fundamental principles as tripartism, democracy and representativity. Principles were principles, and the passage of time could not change them.

It had been claimed in the Working Party that Socialist managers represented 40 per cent of the world's production. He had strong reservations, which were shared by his fellow Employers, regarding that figure. Anyone who
had tried to obtain reliable industrial statistics from the Socialist countries knew how difficult they were to come by. Perhaps the speaker who had quoted the figure would be good enough to substantiate it. Even so, that would not affect the fundamental issues, for principles could not be sacrificed to considerations based on industrial statistics, however impressive.

Mr. Mainwaring said that in view of the hour he would reserve his comments for the Conference discussion.

Mr. Möri said that he had intended to put forward concrete proposals. However, it seemed impossible to secure a decision at the present stage, and it might therefore be preferable to postpone further consideration of the report to the May-June session.

The Chairman remarked that the Governing Body had an obligation to report to the Conference at its forthcoming session. That meant that before June 1970 it should, on the basis of the Working Party's report, submit proposals to the Conference.

Mr. Allaf pointed out that at the previous sitting he had suggested that a larger and more representative Working Party should attempt to reach agreement on such proposals. Since it was now too late to discuss changes in the Working Party's composition, he would be prepared to agree that the task should be entrusted to the Working Party as originally constituted.

The Chairman doubted whether, in view of the already heavy programme of meetings, it would be possible to hold a further meeting of the Working Party before the May-June session.

Mr. Möri said that he had proposed postponement merely because it was clear that any attempt to force an immediate decision would spark off further discussion. It seemed preferable to let the matter rest until May and thus afford further time for reflection. On the other hand, he saw no purpose in convening a further meeting of the Working Party. The latter had finished its work, and the decision rested with the Governing Body.

At the Chairman's invitation, the representative of the Director-General (Mr. Jenks, Principal Deputy Director-General) explained that, though nothing was wholly impossible if it had to be done, the existing programme of commitments was so heavy that only circumstances of the most compelling urgency would make it reasonable to contemplate holding a meeting of the Working Party during the interval before the May-June session.

Mr. Georget associated the African Employers in the views expressed by Mr. Bergenström at the previous sitting and supported Mr. Möri's proposal for postponement.

Mr. Allaf objected that the Governing Body's agenda for the May-June session was already very heavy. There would be no point in postponement unless the Working Party could meet during the interval and attempt to make some progress towards an agreed solution; in view of the Working Party's small size a short meeting should not be too difficult to arrange. Failing that, there would be no new basis for the Governing Body's decision, and it might be just as well to take the decision now.

Mr. Möri observed that a clear majority had emerged in the Working Party on the various matters before it. He was quite prepared to vote immediately, if that was Mr. Allaf's wish.

Mr. Allaf maintained that since the Working Party had in fact failed to reach agreement on the three major questions before it, as was quite clear from its report, it seemed worth while to give it another chance to seek such agreement.
Mr. Mori reiterated his group’s opposition to a further meeting of the Working Party. Quite apart from the fact that there had been a broad consensus in the Working Party on the three questions mentioned, it had been clearly specified when the Working Party was set up that any differences of opinion within it would be objectively recorded and that the decision would be taken by the Governing Body itself, on which the responsibility now rested.

The Chairman noted that the Governing Body had two proposals before it: Mr. Mori’s proposal to postpone further consideration of the report to the May-June session, which had been supported by Mr. Georget; and Mr. Allaf’s proposal to reconvene the Working Party during the interval before that session. Was the latter proposal seconded?

Mr. Njonowijono seconded the proposal.

The Chairman invited the Governing Body to vote first on Mr. Mori’s proposal. By 30 votes to 0, with 14 abstentions, the Governing Body decided to give further consideration to the report at its 180th (May-June 1970) Session.

Mr. Moudileno-Massengo regretted that strict application of the rule whereby members might not speak after a vote had begun had prevented him from submitting a proposal combining those made by Mr. Mori and Mr. Allaf, which did not seem mutually incompatible.

Mr. Allaf regretted that the vote had been taken so quickly, with the result that some members had not been clear as to what exactly they were voting on. He himself had abstained: while he would have preferred the Working Party to continue its work, he had not opposed Mr. Mori’s proposal because he naturally favoured further consideration by the Governing Body of the problems under discussion – not only at the May-June session but as long as might be necessary.

SIXTH ITEM ON THE AGENDA

Reports of the Financial and Administrative Committee (cont.)

Second Report

PERSONNEL AND ADMINISTRATIVE QUESTIONS

Statement by a Staff Representative

The Governing Body took note of the statement.

Proposed Amendments to the Staff Regulations

(1) Amendment concerning Age on Appointment (Article 4.5)

The Governing Body approved, with effect from 1 April 1970, an amendment to article 4.5 of the Staff Regulations.

1 See also fifth sitting, and below, pp. 65-74 and p. 75.

(2) Amendment concerning Installation Allowance (Article 5.10)

The Governing Body approved, with effect from 1 April 1970, an amendment to article 5.10 of the Staff Regulations.

(3) Amendment concerning Expenses upon Authorised Travel to Visit Dependents (Article 9.5)

The Governing Body approved, with effect from 1 April 1970, an amendment to article 9.5 of the Staff Regulations.

Distribution of Staff in the Professional Category and Above by Nationality, and Recruitment of Staff

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

Composition of the Administrative Tribunal of the ILO

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

"The General Conference of the International Labour Organisation,

In accordance with Article III of the Statute of the Administrative Tribunal,

Extends the term of office of Lord Devlin, P.C. (United Kingdom) and Mr. Hubert Ambruster (Federal Republic of Germany) respectively as judge and deputy judge of the Administrative Tribunal of the International Labour Organisation for a further period of three years."

Measures relating to Privileges and Immunities of Officials in the Professional Category and Above

Report of the Administrative Board of the ILO Staff Pensions Fund

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

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

Proposals concerning the ILO Staff Pensions Fund

The Governing Body recommended that the Conference adopt the proposed draft amendment to the Regulations of the ILO Staff Pensions Fund\(^1\), with effect from 1 January 1970, and that it authorise the payment into the Fund of an annuity of $84,000 a year for the ten years commencing on 1 January 1972.

Proposals concerning the Pensions Fund of the Judges of the Former Permanent Court of International Justice

The Governing Body decided to submit a resolution in the following terms to the International Labour Conference at its 54th Session:

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"The General Conference of the International Labour Organisation -

Decides that, with effect from 1 January 1970, the pensions payable by
the Pensions Fund of the Judges of the former Permanent Court of Interna-
tional Justice shall be increased by 4.1 per cent of their amount in
payment;

Decides that the pensions shall thereafter be adjusted at such percentage
rates, and from such dates, as may be determined by the Governing Body on
proposals by the Director-General, taking into account the adjustments
decided for the pensions of the ILO Staff Pensions Fund."

Third Report

FINANCIAL AND GENERAL QUESTIONS

In-Depth Review of the Occupational
Safety and Health Programme

The Governing Body postponed consideration of the report to its
180th (May-June 1970) Session.

Fourth Report

FINANCIAL AND GENERAL QUESTIONS

Situation at 31 January 1970 of United
Nations Development Programme Funds
Available to the ILO

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

Extra-Budgetary Posts

List of Extra-Budgetary Posts
Approved by the Governing Body
at 1 January 1970

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

Proposed Regradings under United
Nations Special Fund Executing
Agency Costs Account

The Governing Body approved, with effect from 1 April 1970, the regrading of
three posts under the United Nations Special Fund Executing Agency Costs Account
as follows: one post of P.2/P.3 in the Personnel and Administrative Services
Department to P.5, one post of P.2/P.3 in the Human Resources Department to P.4
(for transfer to the Social Institutions Development Department) and one post of
P.2/P.3 in the Personnel and Administrative Services Department to P.4.
Proposals concerning the Financing of Expenditures Not Provided For in the Programme and Budget for 1970-71

Eighth Session of the Building, Civil Engineering and Public Works Committee

The Chairman invited the Governing Body to consider this section of the report together with a paper concerning the programme of meetings of Industrial and analogous Committees in 1971 submitted to it under the tenth agenda item.

TENTH ITEM ON THE AGENDA

Report of the Committee on Industrial Committees (concl.)

Programme of Meetings of Industrial and Analogous Committees in 1971

Mr. Goroshkin asked that consideration should be given to the possibility of holding the Eighth Session of the Building, Civil Engineering and Public Works Committee at the end of 1970.

Mr. Persons drew attention to the footnote to paragraph 22 of the Financial and Administrative Committee's fourth report, which indicated the financial consequences of postponing each of the four Industrial Committee-type meetings scheduled for 1971 to make it possible to hold the Eighth Session of the Building, Civil Engineering and Public Works Committee during that year.

It would be useful for the Governing Body to have the other information requested by Mr. Faupl in the Financial and Administrative Committee concerning the 1971 schedule of meetings.

Mr. Bergenström, referring to Mr. Goroshkin's statement, felt that it would not be possible for the Building, Civil Engineering and Public Works Committee to meet in 1970. However, after considering all relevant factors, especially the Office workload and the stage of preparation of various meetings, the Employers could agree that it should be enabled to meet in 1971 by the deferment of the Second Tripartite Technical Meeting for the Timber Industry until early in 1972.

Mr. De Bock reiterated the Workers' view that it was essential to hold the Eighth Session of the Building, Civil Engineering and Public Works Committee in 1971. That should present no problem for the Office because the reports for the meeting were ready. No other Industrial Committee session should be postponed as a result.

The representative of the Director-General (Mr. Riches, Treasurer and Financial Comptroller), referring to Mr. Persons's last remark, said that Mr. Faupl had requested information on the financial implications of holding the Eighth Session of the Building, Civil Engineering and Public Works Committee in 1971 and on workload factors that could affect the timing of certain meetings.

Information on the first point would be found in paragraph 22 of the Financial and Administrative Committee's fourth report and the footnote to that paragraph.

As regards the second point, after the Governing Body at its 177th Session had postponed its decision on the 1971 programme of meetings to the present session, the Office had had to proceed on the basis of a provisional programme so as to avoid falling behind with the preparatory work for meetings. The provisional programme adopted for 1971, which included only very approximate dates,

\[1\] See fifth sitting.
subject to revision, was as follows: Building, Civil Engineering and Public Works Committee (Eighth Session): January; Inland Transport Committee (Ninth Session): May; Advisory Committee on Rural Development: September; and Petroleum Committee (Eighth Session): October. The resulting workload would preclude completing the preparatory work for the Second Tripartite Technical Meeting for the Timber Industry in time for it to be held in 1971. However, it would be possible to hold it early in 1972.

The Governing Body decided that the programme of meetings for 1971 should include the following meetings: (1) Building, Civil Engineering and Public Works Committee (Eighth Session); (2) Petroleum Committee (Eighth Session); and (3) Inland Transport Committee (Ninth Session).

It was understood that the membership of the Building, Civil Engineering and Public Works Committee at its Eighth Session would be that decided by the Governing Body in 1965 and also that the Second Tripartite Technical Meeting for the Timber Industry, originally envisaged for 1971, would receive a high priority when consideration was later given to the programme of meetings for 1972.

SIXTH ITEM ON THE AGENDA

Reports of the Financial and Administrative Committee (cont.)

Fourth Report (cont.)

FINANCIAL AND GENERAL QUESTIONS

Proposals concerning the Financing of Expenditures Not Provided For in the Programme and Budget for 1970-71 (concl.)

Eighth Session of the Building, Civil Engineering and Public Works Committee (concl.)

The Governing Body, having decided that the programme of meetings for 1971 should include the Building, Civil Engineering and Public Works Committee (Eighth Session), decided that the cost, estimated at $118,400, less the amount which would be saved as a result of the deferment of another Industrial Committee-type meeting from 1971 to 19723, should be financed in the first instance and as far as possible by savings in Part I of the programme and budget for 1970-1971 and, to the extent that that was not possible, by means of a charge to item 18 (Unforeseen Expenditure).

Increase in the Cost of the Fourteenth Session of the Asian Advisory Committee

The Governing Body decided that the additional cost of holding the 14th Session of the Asian Advisory Committee in Indonesia, estimated at $33,500, 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).

See fifth sitting, and above, pp. 61-64.

See above, pp. 63-64.

See above, p. 64.
Report of the Building Subcommittee

Mr. Georget expressed appreciation for the explanations given by the representative of the Director-General in the Financial and Administrative Committee in reply to his questions on the report of the Building Subcommittee.

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

Financial Questions concerning the International Institute for Labour Studies

Draft Programme and Budget for 1971


Institute Building Needs

Mr. Tomásek regretted that the Institute's accommodation needs and those of the ILO had not been dealt with simultaneously in view of the large extra cost of providing separate premises for the Institute. There was still time to consider housing the Institute in the new ILO headquarters building, where there would be room well in excess of the ILO's own needs, especially as decentralisation proceeded. He asked that the matter should be thoroughly considered by the Building Subcommittee at its next meeting, and only then by the Governing Body.

Mr. Goroshkin concurred. Only two or three years ago when the Governing Body had discussed the construction of a new headquarters building, it had been understood that the latter would meet all the ILO's housing needs, including those of the Institute. The recommendation in paragraph 72 of the report was something quite new. The Governing Body should therefore postpone its decision to the next session, and full justification of the proposal to construct an additional building should be submitted at that time.

Mr. Mori, though not opposing the suggested postponement, stressed the Institute's need for calm and seclusion, which only a separate building could ensure.

Mr. Végh Garzón, for the Employers, supported the recommendation and took the opportunity of expressing the Latin American employers' deep satisfaction with the development of the Institute's activities, which met a real need and for which they were grateful to its Director and to the ILO.

Mr. Oechslin failed to see how the Governing Body could postpone a decision to its next session since it was being recommended to authorise the Director-General to pursue negotiations with the Property Foundation for International Organisations so that he might be able to submit at the next session a draft resolution for consideration and recommendation to the Conference at its 54th (1970) Session.

Mr. Goroshkin pointed out that he had requested not only postponement to the next session but also a full explanation of the proposal to put up a separate building, which the need for tranquility, though a valid argument, did not by itself justify.

Mr. Persons, while supporting the recommendation, asked the Director of the Institute whether the postponement of a decision would create any difficulty. Since the Governing Body was being asked to authorise only the pursuit of negotiations, not the signature of a contract, that seemed to leave open the question of principle, i.e. whether the Institute should or should not have a separate building.

Mr. Mori, concurring with Mr. Oechslin, urged adoption of the recommendation at the present session. As Mr. Persons had said, that would not prejudice the decision on any concrete proposal that might emerge from the Director-General's negotiations.
Mr. Oviedo agreed that it would be better to adopt the recommendation immediately but felt, like Mr. Persons, that it would be useful for the Director to explain the implications of postponement.

Mr. Parodi could agree to the immediate adoption of the recommendation on the understanding implicit in Mr. Persons's remarks, i.e. that the question would remain open for subsequent discussion by the Governing Body, which would not be bound by the Director-General's negotiations.

Mr. Naar thought it rather unfair to expect the Director-General to undertake negotiations on that basis. Surely adoption of the recommendation would imply acceptance of the principle of a loan for the construction of an additional building for the Institute, leaving only the proposed terms of the loan to be subsequently examined by the Governing Body.

Mr. Georget agreed with Mr. Parodi's interpretation, namely that the question of principle would remain open for discussion at the May-June session.

Mr. Möri concurred. The understanding mentioned by Mr. Parodi was implicit in the terms of the recommendation.

The Director of the International Institute for Labour Studies (Mr. Cox) confirmed that it was important for the Governing Body to adopt the recommendation at the present session so that the Director-General could follow the timetable envisaged for his negotiations. Proposals regarding the terms of a loan would then be submitted to the Governing Body at its May-June session for consideration and a possible recommendation to the Conference.

In reply to a question by the Chairman, Mr. Goroshkin, supported by Mr. Tomášek, maintained his request that consideration should be given to the possibility of housing the Institute in the new ILO headquarters building.

The Chairman trusted that the information requested by Mr. Goroshkin would be provided.

The Governing Body authorised the Director-General to pursue his negotiations with the Property Foundation for International Organisations concerning a loan to finance the construction of the additional building required for the International Institute for Labour Studies, in order that he might propose to the Governing Body at its 180th (May-June 1970) Session, for consideration and recommendation to the Conference at its 54th (June 1970) Session, a draft resolution authorising him to contract such a loan.

Authorisation to Accept Contributions and Gifts

The Governing Body accepted the contributions and gifts mentioned in paragraphs 74-76 of the report.

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

The Chairman invited the Governing Body to consider this section of the report together with the two papers submitted to it under the eighteenth agenda item, viz. the report on the Tenth Session of the Board of the Centre and the proposed decision concerning the Centre submitted by the United States and Canadian Government representatives.

Mr. Bergenström commended the Director-General and the Director of the Centre on the successful outcome of their discussions with the UNDP, as a result of which it now seemed sufficient for the ILO to grant the Centre a comparatively small cash subsidy of $700,000 from the regular budget and $300,000 from the existing technical assistance budget credits.

The Employers supported the recommendations in paragraphs 133 and 134 of the Financial and Administrative Committee's fourth report. A number of governments, on the other hand, opposed the recommendations because they objected in principle to ILO financial support for the Centre. What, however,
was the practical alternative? Certainly not the proposal submitted by the United States and Canadian Governments, whose adoption would leave the Centre without the funds needed for its economic operation during the coming year - since it was now too late to obtain voluntary contributions from governments - and thus spell its doom.

Mr. Persons pointed out that the Financial and Administrative Committee had not, as incorrectly stated in paragraph 13 of the report on the Tenth Session of the Board, recommended to the Governing Body "that it should decide to provide financial support for the Centre". What it had done was to ask the Governing Body to decide two separate questions: first, whether the ILO should depart from the principle hitherto observed and grant a continuing subsidy to the Centre from its regular budget, beginning in 1971 with an amount of $700,000; and secondly, whether in that event the 1971 subsidy should be provided by means of a supplementary budget for the 1970-71 biennium.

As regards the first issue, Mr. Bergenström's concern for the Centre's future - which the United States Government shared - was understandable. However, would the provision of a continuing subsidy really serve the interests of the Centre and of the ILO? The United States Government's position was fully set out in paragraphs 98-101 of the Financial and Administrative Committee's fourth report. However, some further comment seemed necessary in view of the current confusion regarding certain points.

First, there appeared to be a fear that because of the heavy demand for its funds and the consequent need to establish priorities the UNDP would set some arbitrary limit on its assistance to the Centre and be unable to finance the training of about 1,050 fellows - the figure mentioned in the evaluation report. That fear was surely unjustified in the light of the importance attached by the UNDP to management development and vocational training projects, to which Sir Eric Wyndham White had drawn attention, citing as evidence the allocation to the ILO of nearly $19 million from UNDP funds for such projects in 1969. True, these covered the whole range of ILO management development and vocational training activities; but the proportion of the UNDP funds actually available to the Turin Centre depended after all on the priority attached by the ILO itself to the Centre within the context of those activities. Since the training of trainers was a key element in projects for the development of national vocational training programmes, the Centre seemed assured of a high priority. It was true that in the past the number of fellows had fluctuated from year to year, but that could not be ascribed solely to a dearth of UNDP funds; an even growth rate depended also on a steady flow of requests from the developing countries for training at the Centre.

Secondly, UNDP financing was often wrongly termed "the UNDP contribution to the Centre", as though it were a subsidy. What the UNDP actually did - and would in future do on a more realistic basis - was to pay the Centre for giving fellows sent there under UNDP projects training needed for the economic development of their countries.

A third cause of confusion was the belief that the grant of UNDP funds was conditional on the provision of a subsidy from the ILO budget - a belief that was certainly unfounded. Such a policy would not only run counter to the very concept of the UNDP; it would also lead inevitably to a breakdown in UNDP technical assistance and exhaust the budgets of the specialised agencies. Incidentally, as regards the ILO budget, Mr. Bergenström had said that the proposed annual subsidy of $700,000 was a comparatively small amount. That depended on the yardstick used for comparison. True, it was less than half the amount proposed at the 177th Session. On the other hand, it was more than the total budgetary credit for the highly important occupational safety and health programme reviewed by the Financial and Administrative Committee at the present session.

The existence of so much confusion indicated the need for further consultation with the UNDP regarding the best way of financing training at the Centre. At the present juncture, a decision to grant a continuing subsidy from the regular budget would be a grave mistake for various reasons: it would prejudice the prospect of an increase in UNDP fellowships just when the UNDP had agreed to raise the level of its fellowship grants; it would tend to divert the Centre from the mainstream of economic development; and the ILO subsidy, like all subsidies, would tend to become permanent and to increase at the expense of other ILO activities.
As regards the second issue - namely the source of the funds for the subsidy if it was nevertheless approved by the Governing Body - he strongly opposed the recommendation concerning the adoption of a supplementary budget for 1970-71. The subsidy, if decided upon, should be financed by diverting funds from less urgent activities.

Mr. Mainwaring endorsed Mr. Persons's comment on paragraph 13 of the report on the Tenth Session of the Board and drew attention to the Canadian Government's position as recorded in paragraph 104 of the Financial and Administrative Committee's fourth report.

The proposal of the United States and Canadian Government representatives - paragraphs 2 and 3 of which warranted particular attention - constituted a positive approach to the Centre's problems, and it was his understanding that the UNDP study of training needs mentioned in paragraph 3 would include a survey of existing facilities for meeting those needs. It was difficult to see the basis for Mr. Bergenström's statement that the adoption of the proposal would doom the Centre. The latter, it would appear, could already expect to receive some $4.3 million in 1971, enough to ensure the maximum level of efficient operation that could be reached with its present staff. The UNDP study would provide a basis for subsequent orderly expansion if - as was anticipated - that was found to be in accordance with the needs and objectives of the developing countries.

Mr. Möri saw no need to give fresh consideration, in concert with the UNDP, to the Centre's financing, as proposed by the United States and Canadian Government representatives. The matter had already been exhaustively discussed and the evaluation made following the decision taken by the Governing Body at its 175th Session had led to positive conclusions, namely that the Centre was unique and that there was no satisfactory substitute for it.

The time for studies was past and a decision should now be taken. The Workers accordingly supported the recommendations in paragraphs 133 and 134 of the Financial and Administrative Committee's fourth report and approved the text of the proposed Conference resolution in paragraph 135.

At the same time they reiterated their criticism of the Centre's current overemphasis on the training of top-level managers - who could in any event not be properly trained at courses lasting only six months. The Centre had been established to help the developing countries, whose main need was for advanced technical and vocational training - the primary objective of the Centre and an immense task in itself.

Mr. Heron welcomed the announced increase in financial assistance from the UNDP. He also expressed gratitude to the Italian Government for its continuing generosity, which was essential for the Centre's survival.

He could not, however, regard a direct subsidy from the ILO budget as a necessary or desirable complement to further UNDP assistance. The UNDP was the normal source of finance for the Centre and might properly be expected to cover the cost of training which it regarded as a desirable contribution to its development work. It was surprising - indeed anomalous - that, as implied in the statement made by the Director of the Centre in the Financial and Administrative Committee, the grant of UNDP funds should be conditional on a subsidy from the ILO budget.

The proposal for the subsidy was based on an estimated annual operating cost of $5 million, which in turn was based on the annual target of 1,500 fellows which Sir Eric Wyndham White deemed necessary for the efficient functioning of the Centre. However, pending the outcome of the UNDP survey of training needs it was both unnecessary and hazardous to proceed on the assumption that there would be a sufficient flow of applicants for the various courses to meet that target.

An ILO subsidy would, moreover, have various drawbacks: once granted, it would be difficult to dispense with; the UNDP and other organisations using the Centre's services would have no inducement to pay for them on the basis of actual costs; and the subsidy would hamper any objective assessment of the Centre's value.
For all these reasons the United Kingdom Government opposed the recommenda-
tions in paragraphs 133 and 134 of the Financial and Administrative Committee's
fourth report and favoured the proposal of the United States and Canadian
Government representatives.

Mr. Parodi agreed with Mr. Möri. The matter had been adequately and
authoritatively studied, and the conclusion had been positive. The problem at
present was how to finance the Centre, and the Governing Body had before it a
solution, worked out at the cost of not inconsiderable difficulties.

The United States and Canadian proposal could only confuse the issues, and
its adoption would be tantamount to a negative decision. The first paragraph
expressed the wish that a sound basis should be found for the Centre's financing;
but was that not the very purpose of the recommendations made by the Financial
and Administrative Committee? True, these entailed a contribution from the ILO
budget; but the amount of that contribution was small by comparison with the
sums to be provided from other sources.

Though he would have preferred a more positive wording of the recommendations
in paragraphs 133 and 134, he would support them as they stood.

Mr. Ago concurred with Mr. Möri and Mr. Parodi and asked the Director of
the Centre two questions.

First, if the Governing Body did not adopt the recommendations in
paragraphs 133 and 134 and if, contrary to the agreement reached at the 177th
Session, it decided to take no decision at the present session on the Centre's
financing, as proposed by the United States and Canadian Government representa-
tives, what would be the Centre's financial position after 30 June 1970?

Secondly, and regardless of the reply to the first question, if the
Governing Body decided to postpone a decision on the grant of a subsidy from the
ILO regular budget was it to be expected, on the basis of the previous negotia-
tions of the Director and the Chairman of the Board of the Centre with the UNDP,
that the latter would still be willing to provide funds for an institution which
the ILO was proud to have established but for which it would assume no
financial responsibility; and was it further to be expected that the UNDP would
agree to provide additional funds representing the amount of the proposed ILO
subsidy and the amount of the additional contribution it was hoped to obtain
from the Italian Government?

The Italian Government would be prepared to make the very large contribution
now envisaged only if the Centre's budget was drawn up exactly in the manner
proposed by the Director-General. It could obviously not be expected to make
this further sacrifice if the governments of other member States were unwilling
to contribute the very small amount represented by their share of the proposed
ILO subsidy.

The Director of the International Centre for Advanced Technical and
Vocational Training (Mr. Blamont) felt that a brief review of the background to
UNDP financial assistance would facilitate an understanding of his reply to
Mr. Ago and also help to clarify some of the points mentioned by Mr. Persons.

When the Special Fund - one of the UNDP's two predecessors - had been
established, its Administrator, Mr. Paul Hoffman, had had to consider whether
the execution of its projects should be entrusted to private firms, governments,
agencies to be set up by the Fund itself, or the United Nations and the
specialised agencies. He had decided - and his decision had been ratified
by the Governing Council of the Fund and supported by the ILO Governing Body and
the executive organs of the other international organisations - that the United
Nations and the specialised agencies should act as executing agencies so that
the Fund could draw on their expertise and their budgets be used to cover part
of the cost of United Nations technical assistance programmes - an arrangement
which would have the further advantage of avoiding duplication.

That system had operated for eleven years, and up to the present each
executing agency had been reimbursed by the UNDP for its expenditure on UNDP
projects at a uniform rate representing 11 per cent of the total project costs.
In fact the agencies' actual expenditure invariably exceeded 11 per cent, and the ILO - as it had repeatedly pointed out to the UNDP - estimated its own expenditure on UNDP projects at 21 to 25 per cent of their total cost, which meant that about 10 to 14 per cent was financed from the ILO budget. This arrangement was so much a part of the UNDP system that the UNDP had taken it for granted that it would also apply to the Turin Centre. The UNDP did not finance international organizations but paid them for certain services, on condition and this was the reply to Mr. Ago's second question - that they too made some contribution. That condition had been repeatedly specified during the recent negotiations. In the present instance the proposed ILO contribution - $700,000 - represented 14 per cent of the Centre's estimated annual budget of $5 million.

As regards Mr. Ago's first question, the Board had approved the Centre's budget for the period ending on 30 June 1970 and the Centre would be financed up to that date by voluntary contributions, fellowship grants and reserve funds. At the last session the Governing Body had postponed to the present session a decision on the Centre's financing from 1 July 1970 onwards. In view of the negotiations that had since taken place it had not been possible - nor indeed conceivable - to ask governments for further voluntary contributions, since it had been expected that the Centre's financial problems would be solved by a combination of contributions, to be provided mainly by the Italian Government, the UNDP and the ILO. The Governing Body did not adopt the recommendations before it the UNDP would not contribute in the manner indicated, nor would the Italian Government make a contribution in the amount envisaged, since, as Mr. Ago had confirmed, such a contribution was conditional on the willingness of other member States to provide funds for the Centre. The Centre had at present no funds, and in order to meet the flow of requests for fellowships - which, despite Mr. Persons's misgivings, continued to increase - it had been necessary to draw on reserves, which were now exhausted. Pending the receipt of the last voluntary contributions the Centre would soon have to exist on withdrawals from the bank, and if the package deal now proposed was not accepted by the Governing Body the Centre would have no financial future from 1 July 1970.

Mr. Oviedo said that his country had attached considerable importance to the Centre ever since its establishment, and like many other developing countries it had already benefited from the Centre's services and hoped to do so in the future. Although the Centre was still in its infancy and its work could doubtless be improved, the multiplier effect of the training which it provided opened up boundless prospects.

The arguments advanced by the United States and Canadian Government representatives in support of their proposal had failed to convince him. As Mr. Mori had said, the time for studies was past. He therefore supported the proposals in paragraphs 133 and 134 and approved the text in paragraph 135.

Mr. Goroshkin observed that, whereas the discussion on the ILO's structure had revealed a tendency to regard principles adopted fifty years previously as sacrosanct, there was now a surprising readiness to depart from a principle adopted by the Governing Body only a few years earlier as the basis for the Centre's financing.

He did not wish to minimise the Centre's importance; indeed, he paid tribute to its staff for the good job they were doing and the contribution they were making towards meeting the training needs of developing countries; however, that contribution so far represented no more than a beginning.

It had been said that the ILO, as the founder of the Centre, was responsible for ensuring that it received the necessary financial support. However, since the Centre's work served the aims of the United Nations Development Programme, the proper course, as the Government representatives of the United States, Canada and the United Kingdom had pointed out, was for the Director-General and the Director of the Centre to seek a positive solution within the framework of the UNDP.

The Governing Body was repeatedly being asked to authorise outlays which were termed unforeseen expenditure but which could in fact have been foreseen when the budget for the 1970-71 biennium had been drawn up. It was this regrettable lack of financial discipline, of which the present proposals afforded a further example, that led to requests for increased contributions from member
Mr. Martinez Cobo strongly supported the recommendations. The Centre could probably not survive any further delay in solving its financial problems.

Mr. Koku was surprised at the proposal of the United States and Canadian Government representatives. Both governments had been associated in the negotiations with the UNDP and must be fully aware of the conditions attached to an increase in UNDP financial assistance. Adoption of the proposal would mean undertaking a new evaluation, which was quite unnecessary since that already carried out had underscored the Centre's valuable and unique contribution to technical training.

The Centre was the key to the successful implementation of the World Employment Programme launched so spectacularly only the previous year and of the Jobs and Skills Programme for Africa adopted by the Third African Regional Conference just over two months ago. He warmly supported the recommendations in paragraphs 133 and 134 of the Financial and Administrative Committee's report.

Mr. Georget remarked that the advanced countries, though ever ready to pay lip service to the developing countries, actually made their position very difficult by persistently refusing to pay fair prices for their commodities. Did they now propose to handicap them further by denying them access to the training needed to make their industries competitive? He could hardly believe that the Governments of the United States, Canada, the United Kingdom and the USSR, which had supported the Centre from the very beginning, should now want to prevent it from functioning.

Delegates to the Third African Regional Conference had unanimously agreed that the Centre was useful, and they looked to the advanced countries to ensure its survival. He therefore appealed to the Government representatives, and especially those of the United States and the USSR, to reflect further and, if they could not now commit themselves positively to the recommendations before the Governing Body, at least to refrain from opposing them.

Mr. Nakayama supported the recommendations, on the understanding that negotiations with the UNDP would continue so that a future increase in the ILO subsidy might be avoided, and also that the developing countries of Asia in particular would derive growing benefit from the work of the Centre.

Mr. Nasr reminded the Governing Body that the evaluation report had confirmed the oft-expressed view of the developing countries that the Centre served a useful purpose and had pinpointed the cause of its present difficulties, to which the Board of the Centre had also drawn attention.

It was immaterial whether the Centre received its funds directly from governments or from the UNDP, the ILO or some other source. The important thing was that it should receive them fast, and therein lay the merit of the recommendations before the Governing Body.

Mr. Moudileno-Massengo said that his country expected a great deal of the Centre, which it regarded as a unique institution by virtue of its links with the ILO and a living illustration of what the Organisation could achieve.

It might of course be asked, especially in the light of Mr. Goroshkin's statement, whether the recommendations under discussion represented the best way of financing the Centre. However, as several speakers had pointed out, the Centre must continue to operate, and it was clear from Mr. Blamont's statement that it would be unable to do so after 30 June 1970 unless a decision on its financing was taken at the present session.

Mr. Le-Van-Loi, whose country had placed its hopes in the Centre and had already benefited from its services, concurred with the previous speaker and supported the recommendations in paragraphs 133 and 134 of the Financial and Administrative Committee's report.
Once the Centre had been assured of funds for 1971, consideration could be given to the proposals regarding other sources of financing so that it might be possible to dispense with the ILO subsidy in 1972.

Mr. Šváb fully appreciated the Centre's financial difficulties but rejected the facile solution offered by the recommendations before the Governing Body for two main reasons. First, it constituted a breach of the original agreement that the Centre should be financed from voluntary contributions. Secondly, it ran counter to a principle upheld by the Czechoslovak Government and applied by it in its dealings with the United Nations and the specialised agencies, namely that operational activities should be financed by voluntary contributions from governments. It was indeed in accordance with that principle that his Government had made a modest financial contribution to the Centre for the years 1969-71.

Mr. Manescu suggested that the subsidy might be granted for 1970-71 only. Negotiations for additional funds could then be pursued with the UNDP, and governments and international organisations would meanwhile continue to make voluntary contributions. The Governing Body could review the need for the subsidy in considering the 1972-73 budget proposals.

Mr. Persona wished to be certain that he had understood the Director of the Centre aright. Had Mr. Blamont indeed stated - despite Sir Eric Wyndham White's conclusion that the Centre was making a unique and valuable contribution towards meeting the needs of the developing countries - that if the ILO did not grant a subsidy to the Centre the UNDP would henceforth refuse to finance any training there?

With reference to Mr. Koku's statement, he could only say that the United States Government was indeed unaware of any financial conditions attached to an increase in UNDP training grants.

Mr. Georget, who had implied that certain advanced countries' professed concern for the developing countries did not find expression in deeds, might wish to reflect on the following facts: as indicated in paragraph 124 of the Financial and Administrative Committee's fourth report, the Governments of Canada, the United Kingdom and the United States had provided strong and decisive support during the negotiations with the UNDP; and the rate of the United States Government's financial contribution through the UNDP was 40 per cent, i.e. well above the rate at which its contribution to the ILO regular budget was assessed.

In the light of Sir Eric Wyndham White's conclusions, the grant of an ILO subsidy would show a surprising lack of faith in the Centre. If it was indeed providing valuable service to the developing countries, why should UNDP financial assistance be conditional on the grant of a subsidy, which in fact would be more likely to discourage further UNDP financing and thus stunt the growth of the Centre.

The Director of the International Centre for Advanced Technical and Vocational Training (Mr. Blamont) replied to Mr. Persona that if the Governing Body did not approve the proposed subsidy the UNDP would in future refuse to finance fellowships for training at the Centre. It would further refuse to undertake any commitment until the Governing Body approved the grant of a subsidy. Pending such approval, there would be no guarantee of any UNDP funds for 1970-71, and the Centre's financial position could be summed up as follows: firm commitments from governments other than the Italian Government were likely to represent a total of $300,000 - made up essentially of the French Government contribution; the Italian Government contribution could be estimated at $1 million in fellowships and cash; and various outside contributions, including contributions from international organisations and private sources, might amount to $500,000. That made a total of $1,800,000 as against $5 million which it was generally agreed that the Centre needed annually to operate at an economic level.

In consequence, unless its financing could be assured on a regular basis, the Board of the Centre would be faced with the alternative mentioned in the last paragraph of the evaluation report, i.e. either to scale down the Centre's programme to match the financial support available and so accept the continuance of the present level of activity, which was recognised to be inadequate and uneconomic; or, notwithstanding the report's conclusions concerning the usefulness and
desirability of the Centre, as a last resort to abandon the project because of the lack of adequate financial support. In all conscience, he would have to recommend the latter course of action.

Mr. Abate stressed the importance of the Centre to the developing countries, whose development depended largely on the acquisition of essential skills. Of course the Centre was not perfect; but the proper course was to improve its functioning, not to stifle it. It would be tragic if the Centre were forced to close down through lack of aid from the sources which normally provided it. Aid-givers had nothing to lose by supporting the Centre because it would help the developing countries to achieve economic independence more rapidly and thus shorten the period of their reliance on aid.

Mr. Krishnan was prepared to support the recommendations in paragraphs 133 and 134 because the Director's description of the Centre's financial position had convinced him that there was no alternative. Further intensive efforts should, however, be made to secure voluntary contributions and UNDP funds.

The Governing Body took note of the proposed decision submitted by the United States and Canadian Government representatives.

By 37 votes to 7, with 1 abstention, the Governing Body decided that financial support should be provided from the ILO regular budget for the International Centre for Advanced Technical and Vocational Training (Turin) during the biennium 1970-71 as requested by the Board of the Centre and that such provision should be in the form of a cash subsidy of $700,000.

By 37 votes to 7, with 1 abstention, the Governing Body accordingly decided to submit to the Conference at its 54th (1970) Session a proposal for a supplementary budget for 1970-71 in the amount of $700,000, in accordance with article 7 of the Financial Regulations, this amount to be the subject of an additional assessment on member States in 1971 in accordance with the scale of assessments already adopted by the Conference for that year.

It was agreed that the draft resolution to be submitted by the Governing Body to the Conference would be in the following terms:

"The General Conference of the International Labour Organisation,
In virtue of Article 7 of its Financial Regulations,
Passes for the 52nd financial period, ending 31 December 1971, a supplementary budget of expenditure in the amount of $700,000 for the purpose of providing a subsidy of $700,000 in 1971 to the International Centre for Advanced Technical and Vocational Training (Turin), and resolves that the corresponding supplementary budget of income from member States shall be allocated among them in 1971 in accordance with the percentage scale of assessments already adopted by the Conference for 1971."

Mr. Goroshkin reserved his Government's right subsequently to determine its position with regard to the decisions just taken, which it considered unjustified.

EIGHTEENTH ITEM ON THE AGENDA

International Centre for Advanced Technical and Vocational Training

Report on the Tenth Session of the Board of the Centre

The Governing Body took note of the report.
SIXTH ITEM ON THE AGENDA

Reports of the Financial and Administrative Committee (concl.)

Fourth Report (concl.)

FINANCIAL AND GENERAL QUESTIONS

Decision by the United Nations regarding Reimbursement of United States Income Taxes

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

Fifth Report

FINANCIAL AND GENERAL QUESTIONS

Reports by the United Nations Joint Inspection Unit

The Governing Body took note of the report.

EIGHTH ITEM ON THE AGENDA

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


SIXTEENTH ITEM ON THE AGENDA

Composition and Agenda of Committees and of Various Meetings (concl.)

Third Paper: Composition of Standing Bodies and Composition and Agenda of Meetings to Be Held in 1970 and 1971

I. STANDING BODIES

Committee of Social Security Experts (concl.)

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

1 See fifth sitting, and above, pp. 61-64 and 65-74.
2 See above, pp. 63-64 and 65-74.
3 See fourth sitting.
II. MEETINGS TO BE HELD IN 1970

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

The Governing Body adopted the proposals in paragraphs 8 and 10 of the third Office paper.

Joint ILO/WHO Expert Committee on Personal Health Care and Social Security

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

III. MEETING TO BE HELD IN 1971

Meeting of Experts on Fiscal Policies for Employment Promotion

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

NINETEENTH ITEM ON THE AGENDA

Report of the Director-General (concl.)

I. Obituary

Mr. Pimenov paid tribute to the memory of Mr. Fahim, a Worker deputy member of the Governing Body who had been an active and devoted trade unionist for many years.

The appointment made by the Workers' group to replace Mr. Fahim, which was announced in paragraph 7 of the report, was one to which he could not subscribe — and he was not alone in that. In electing candidates to serve on the Governing Body the Workers' group of the Conference expressed its confidence in the trade union organisations to which they belonged, and that was normally taken into account when it became necessary to appoint replacements. It would therefore have seemed and in accordance with tradition to appoint in this case the candidate proposed by Mr. Fahim's organisation, namely Mr. Boltyah, who had succeeded to Mr. Fahim as President of the United Arab Republic Federation of Workers, especially as Mr. Boltyah had frequently been associated with the work of the ILO.

Mr. Möri associated the Workers' group in the tribute to Mr. Fahim.

The appointment mentioned by Mr. Pimenov had been made advisedly by the Workers' group, which was autonomous, and it was not subject to discussion in the Governing Body. The matter could be raised in the Workers' group of the Conference at the latter's next session.

Mr. Bergenström, for the Employers, expressed regret at Mr. Fahim's death and welcomed Mr. Khoury, the new Worker deputy member.

The Governing Body requested the Director-General to convey its sympathy to Mr. Fahim's family.

1 See first sitting.
II. Composition of the Governing Body

III. Progress of International Labour Legislation

IV. Internal Administration

V. Publications

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

Second Supplementary Report

Study of the Capacity of the United Nations Development System


Third Supplementary Report


Fourth Supplementary Report

Procedure for the Appointment of Committees by the Conference

Fifth Supplementary Report

Use of Nobel Prize Money

The Governing Body postponed consideration of these reports to its 180th (May-June 1970) Session.

Sixth, Seventh and Eighth Supplementary Reports

Participation of Non-Metropolitan Territories as Observers in the 54th (1970) Session of the International Labour Conference

The Governing Body adopted the proposals in paragraph 3 of the sixth supplementary report, paragraph 3 of the seventh supplementary report and paragraph 3 of the eighth supplementary report.

1 See first sitting.
Ninth Supplementary Report

Report of the Officers of the Governing Body

A. Requests by Non-Governmental Organisations to Be Represented by Observers at the 54th (1970) Session of the International Labour Conference

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

B. Representation of Non-Governmental Organisations at the Ninth Conference of American States Members of the ILO

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

C. Representation of a Non-Governmental Organisation at the 55th (Maritime) Session of the International Labour Conference

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

D. Representation of Non-Governmental Organisations at Other ILO Meetings

The Governing Body postponed consideration of this matter to its 180th (May-June 1970) Session.

TWENTIETH ITEM ON THE AGENDA

Programme of Meetings

Programme for 1971

Mr. Parman Farmaian confirmed his Government's invitation, previously conveyed to the Director-General, to hold the Seventh Asian Regional Conference in Teheran and hoped that the Governing Body would accept the invitation. The Iranian Government had consistently supported the ILO since its establishment and wished, by acting as host to the Conference, to make a further modest contribution to the work of the Organisation. If its invitation was accepted it would make all necessary arrangements for the smooth functioning of the Conference.

Mr. Le-Van-Loi welcomed the invitation and urged the Governing Body to accept it. Delegates to previous conferences held in Teheran, for example the International Conference on Human Rights, had greatly appreciated the traditional hospitality of the Iranian people and the excellent facilities provided by the Government.

Mr. Abid Ali also hoped that the Governing Body would accept the invitation.

The Governing Body adopted the proposal in paragraph 3 of the Office paper.
TWENTY-FIRST ITEM ON THE AGENDA

Appointment of Governing Body Representatives on Various Bodies

Ninth Conference of American States Members of the ILO

The Governing Body appointed the following delegation to represent it at the Ninth Conference of American States Members of the ILO (Caracas, 13-24 April 1970):

Government group:  The Chairman of the Governing Body (Mr. GROS ESPIELL)

The representative of the Indian Government on the Governing Body

The representative of the Kenyan Government on the Governing Body

Employers' group:  Mr. BERGENSTRÖM

Substitutes: Mr. BASTID

Mr. VERSCHUEREN

Mr. YLLANES RAMOS

Substitute: Mr. VITAIC JAKASA

Workers' group:  Mr. MÖRI

Mr. SHIOJI

Substitute: Mr. FOGAM

Coal Mines Committee (Ninth Session)

The Governing Body appointed the following delegation to represent it at the Ninth Session of the Coal Mines Committee:

Chairman and Government group representative: Mr. KNOLLE (Federal Republic of Germany)

Employers' group:  Mr. YOSHIMURA

Substitute: Mr. RENAUD

Workers' group:  Mr. LOUET

HOLDING OF A SPECIAL SESSION OF THE GOVERNING BODY FOR THE APPOINTMENT OF THE DIRECTOR-GENERAL

The Chairman informed members that, in the light of consultations between the groups and as provided for in article 20 of the Standing Orders of the Governing Body, he had convened a special session, to be held from 18 to 20 May 1970, for the appointment of the Director-General of the International Labour Office. The day of 18 May would be reserved for group meetings and the Governing Body itself would meet on 19 and 20 May to appoint a new Director-General. The Governing Body would have to decide how the cost of the special session should be financed.

The Governing Body decided that the cost of the special session, estimated at $26,500, should be financed to the extent possible by savings in Part I of the programme and budget for 1970-71 and that any remaining balance of the cost should be charged to Part II (Unforeseen Expenditure).
Mr. Allaf asked that full information on the formalities connected with the appointment of a Director-General and on developments as to candidatures for the post should be communicated promptly to all members of the Governing Body.

The Chairman undertook to ensure personally that that was done.

The session was declared closed at 8.35 p.m.

Approved by the Governing Body at the first sitting of its 180th Session, held on 29 May 1970.

Héctor GROS ESPIELL, Chairman.
APPENDICES

APPENDIX I

AGENDA

1. Approval of the minutes of the 177th Session.
5. Reports of the Committee on Freedom of Association.
6. Reports of the Financial and Administrative Committee.
12. Activities of the International Occupational Safety and Health Information Centre (CIS) from 1 January to 31 December 1969.
16. Composition and agenda of committees and of various meetings.
17. International Institute for Labour Studies.
20. Programme of meetings.
22. Resignation of the Director-General.

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

Second 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. In accordance with the programme of meetings approved by the Governing
Body at its 172nd Session (May-June 1968) the Regional Meeting in Latin America
on the Role of Agricultural Organisations in Economic and Social Development was
held in collaboration with the Economic Commission for Latin America at ECLA
headquarters in Santiago de Chile from 20 to 28 October 1969. The report of the
Meeting, which is appended\(^1\), was originally prepared in Spanish only and could not
be translated and processed in the other languages in time for submission to the
Governing Body at its last session.

2. The agenda of the Meeting was as follows:

1. Examination of national experiences related to agricultural organisations
in Latin America.

2. Methods of promoting agricultural organisations within the framework of rural
development in Latin America.

3. Ways and means in which the ILO could assist member States in this field.

3. There were seventeen participants, appointed in their capacity as indi­
viduals by the governments and agricultural employers', workers' and peasants'
organisations of the following countries: Argentina, Bolivia, Brazil, Colombia,
Chile, Honduras, Mexico, Peru, Uruguay and Venezuela. Representatives of the
following intergovernmental organisations also participated in the Meeting: United
Nations; United Nations Development Programme; Food and Agriculture Organisation
of the United Nations; Economic Commission for Latin America; Latin American
Institute for Economic and Social Planning; and Organisation of American States.
The following international non-governmental organisations were represented by
observers: Inter-American Regional Organisation of Workers (ORIT); Latin American
Federation of Christian Trade Unions (CIALCO); the Latin American Peasant Federa­
tion; and International Federation of Plantation, Agricultural and Allied Workers.

\(^1\) See first sitting.

\(^2\) The report (document RTOA/IF Rev. 1) is not reproduced here.
4. The report sets out the views and conclusions of the experts on items 2 and 3 of the agenda of the Meeting. As regards the latter item it will be noted that the Meeting was of the opinion that the ILO, together with other competent international organisations, should intensify and expand its activities to promote more rapid development of agricultural organisations and their participation in economic and social development and that it should help, among other things, to ensure more balanced development of the urban and rural sectors. The Meeting further expressed the view that it was important to encourage exchanges of experience and to undertake studies and surveys on the development and strengthening of agricultural organisations as a basis for the standard-setting work of the ILO, and to supplement such studies and surveys by providing the knowledge needed to ensure the application of existing and future standards or as a basis for technical co-operation activities, preferably at the national level, by means of:

(i) centres which would train leaders, carry out surveys and provide practical advice as well as information and documentation;

(ii) multi-sectoral rural development projects providing specifically for the development of agricultural organisations;

(iii) advanced training activities at the regional level.

5. The Governing Body may wish:

(a) to take note of the report of the Regional Meeting in Latin America on the Role of Agricultural Organisations in Economic and Social Development;

(b) to authorise the Director-General to communicate the report to the governments of member States, to the United Nations and to the international non-governmental and intergovernmental organisations concerned;

(c) to request the Director-General to consider, in collaboration with the other international and regional organisations concerned and the governments of the countries of Latin America, the possibility of carrying out, under the regular programme and budget and/or with the help of the United Nations Development Programme (Technical Assistance component or Special Fund component), the activities recommended by the Meeting with a view to the development of agricultural organisations in Latin America.
APPENDIX III

Third Item on the Agenda

RECORD OF THE THIRD AFRICAN REGIONAL CONFERENCE
(Accra, 8-18 December 1969)

1. In accordance with a decision taken by the Governing Body at its 173rd Session (November 1968), and at the generous invitation of the Government of Ghana, the Third African Regional Conference of the International Labour Organisation was held at Accra from 8 to 18 December 1969. The Governing Body will no doubt wish to express its deep gratitude to the Government of Ghana for the facilities placed at the disposal of the Conference and for the cordial welcome extended to it.

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

   I. Report of the Director-General.

   II. Labour administration, including labour inspection, in Africa.

   III. Technical co-operation in Africa: integrated programme for the promotion of adequate national institutional arrangements.

   IV. Employment policy in Africa.

Attendance at the Conference

3. The Conference was attended by 184 delegates and advisers from 32 countries, including 62 Government delegates (plus three Ministers attending the Conference), 28 Employers' delegates and 31 Workers' delegates. Observers from the following seven States Members of the Organisation attended the Conference: the Federal Republic of Germany, Israel, Malawi, Spain, the Union of Soviet Socialist Republics, the United Kingdom and the United States. Nine intergovernmental international organisations accepted the invitation extended to them to attend the Conference, namely the United Nations, the United Nations Development Programme,

1 See second and third sittings.
the Food and Agriculture Organisation of the United Nations, the United Nations Educational, Scientific and Cultural Organisation, the World Health Organisation, the League of Arab States, the Organisation of African Unity, the African Development Bank and the East African Community. The following international non-governmental organisations accepted the invitation to attend the Conference: the African Trade Union Confederation, the All-African Trade Union Federation, the International Confederation of Free Trade Unions, the International Co-operative Alliance, the International Federation of Plantation, Agricultural and Allied Workers, the International Organisation of Employers, the Organisation of Employers' Federations and Employers in Developing Countries (OEEF), the Pan-African Workers' Congress, the Postal, Telegraph and Telephone International, the World Confederation of Labour, the World Federation of Trade Unions and the World Young Women's Christian Association.

4. The Governing Body was represented by a delegation consisting of its Chairman, Mr. Gros Espiell; Mr. Borisov and Mr. Mainwaring for the Government group; Mr. Abate and Mr. Bannerman-Menson for the Employers' group; and Mr. Abid Ali and Mr. Benazzedine for the Workers' group.

Opening and Organisation of the Conference

5. After the Conference had been declared open by the Chairman of the Governing Body, it was addressed by Mr. J.W.K. Harlley, O.V., Deputy Chairman of the Presidential Commission of Ghana.

6. In his speech of welcome Mr. Harlley observed that the Third African Regional Conference was meeting at a momentous period in the political history of Ghana, when a new Constitution embodying checks and balances against excesses of power had first been promulgated and a democratically-elected civilian government had been installed. Africa was engaged in a quest for progress, based on peace and social justice, and the ILO had a major role to play by helping African States, with its vast experience, to speed up the process of economic growth and so alleviate the worst poverty and give a human content to economic development. He appealed to the developed countries to assist Africa in bridging the widening gap between rich and poor countries, particularly by reducing their huge expenditure on armaments and devoting the savings to assistance. The majority of the countries of Africa were steadily building a better and richer life for their citizens in societies free from racial discrimination, prejudice and intolerance. Their concern was to maintain that harmony so that the spectacular technical advances of recent years might be turned to account, within the context of international co-operation and multilateral assistance, to bring happiness and plenty to the peoples of Africa. The usefulness of the Conference lay in the opportunity it provided for appraising needs, for considering specific problems in depth, and for formulating policies and solutions which would fit into an over-all African development programme. The tripartite structure of the ILO had been a source of strength for fifty years, and showed that employers, workers and governments could co-operate in promoting economic and social progress without sacrificing the freedom and dignity of the human personality.

7. The Chairman of the Governing Body, after thanking the Deputy Chairman of the Presidential Commission for his address, mentioned the strong and close bonds of solidarity and friendship that existed between his own Latin America and the African Continent. The African Regional Conference was being held at the same time as the Nobel Peace Prize was to be presented to the ILO in recognition of fifty years' service in helping the peoples to help themselves. The ILO had an impressive record of achievement in Africa, and allotted to that continent a substantial share of its technical help and the resources available to it, but far from resting on its laurels it had just launched perhaps the most ambitious enterprise it had ever attempted, namely the World Employment Programme. The American States Members of the ILO had adopted the Ottawa Plan for Human Resources Development, the Asian Members had approved the Asian Manpower Plan, and it was now for the Conference to round out the global plan by drawing up a Jobs and Skills Programme for Africa. The millions of unemployed or underemployed in the developing countries represented in economic terms an appalling waste; in human terms they suffered the deplorable degradation of being denied the right of
contributing to the general welfare. Living on charity was not a way of life, and the task confronting delegates was to frame plans and establish machinery to bring about full productive employment in their own countries. The Conference should bear in mind the sincere and profound aspiration of the African Continent for unity in its diversity, the imposed need for a tightly organized and efficient economy in equilibrium as a means of attaining individual and collective fulfilment, the quest of Africans for human dignity and cultural enfranchisement, and yet the necessity of integrating Africa on fair terms into a wider world economy by submitting to the requirements of training for productive employment, by husbanding material and human resources, by eschewing disorder and resignation to external conditions and by uniting in the pursuit of objectives. If Africa could accept those harsh imperatives of the modern world and, with the help and understanding of other regions, make the long and hard efforts they involved, it would gradually accede to a higher standard of life and be enabled to play its rightful part in the international community.

8. The Conference unanimously elected as its President Mr. Jatoe Kaleo, Minister of Labour and Social Welfare of Ghana. In his presidential address, Mr. Kaleo said that Africa's greatest handicap was unemployment, and Africa looked to the ILO to advise and assist in alleviating it. The Conference must therefore arrive at conclusions on which the ILO could base an effective strategy not only for the creation of jobs but also for the development of human resources. Much as African countries tried to help themselves, their social and economic achievements were very much a function of the money at their disposal, which in turn depended on the terms of trade. The African countries were still plagued by the problem of fluctuations in the prices of primary commodities, caused by the unwillingness of the developed nations to pay reasonable, fair and stable prices, and since their development efforts were thereby hampered, the ILO might be able to assist by bringing its influence to bear on the factors which produced such financial instability.

9. The Conference unanimously elected its three Vice-Presidents as follows: Mr. A.G. Franck, Minister of the Civil Service and Labour, Central African Republic; Mr. H.R. Georget, Employers' delegate, Niger; Mr. A. Awab, Workers' delegate, Morocco.

10. The Report of the Director-General was discussed in plenary sitting. To examine the technical items on the agenda the Conference set up the following three committees: Committee on Labour Administration (Chairman: Mr. E.J.B. Mpyisi, Government delegate, Uganda); Committee on Technical Co-operation (Chairman: Mr. C. Bokonga, Government delegate, Congo (Kinshasa)); Committee on Employment Policy (Chairman: Mr. A.M. Shehata, Government delegate, United Arab Republic).

11. The Conference appointed a Selection Committee composed of the President of the Conference, three representatives of the Governing Body delegation and twelve members of each group, under the chairmanship of Mr. M. Amede, Government delegate, Ethiopia. A Credentials Committee was also appointed consisting of three members, namely Mr. A. Kirahuzi (Government delegate, Burundi), Mr. T.A. Blake (Employers' delegate, Sierra Leone), and Mr. G.B. Fogam (Workers' delegate, Cameroon).

Special Sitting on 10 December

12. On 10 December His Excellency Dr. K.A. Busia, Prime Minister of Ghana, honoured with his presence a special sitting of the Conference to mark the award of the Nobel Peace Prize for 1969 to the International Labour Organisation.

13. The Rt. Hon. Dr. K.A. Busia noted the ILO's concern and continuing involvement with human rights and said that the Universal Declaration of Human Rights had been enshrined in many national constitutions including that of Ghana. As one example of its adherence to ILO principles, the Government of Ghana, which had been the subject of a complaint concerning a labour dispute at Tema Harbour, had that morning proposed a solution showing that it represented the right of workers not to be arbitrarily treated. The Ghana labour movement had accepted the generous proposals in question, and the Government looked forward to a period of industrial peace and harmony at Tema.

14. The ILO Constitution proclaimed social justice as a foundation of enduring peace, and it was therefore appropriate to explain the recent action taken by the Government to enforce Ghana's aliens regulations, the need for which would readily
be appreciated. The regulations specified that aliens taking up employment or occupations in Ghana, or otherwise remaining for a substantial period, must be in possession of valid residence permits. The present political and economic position made the enforcement of those regulations necessary, but it had been made clear that employees of government, local authorities, official bodies and companies in the private sector, servants, farm labourers and other necessary workers would be granted permits for limited periods. There were more than 1 million aliens in a population of 7 million, and a warning six months ago to foreign embassies to have their nationals registered had been largely unheeded, with the result that when enforcement began, many who would have been eligible for residence permits had panicked and had rushed to leave the country. That had resulted in visible hardships and privations, but the Government had set up staging camps and provided food, services and medical aid to the departing aliens. The Government's international policy was based on the conviction that all nations and peoples shared a common humanity and could dwell together in brotherly amity, but it must put the interests of its own country first and discharge its responsibilities. The Government hoped that the award of the Nobel Prize would spur the ILO on in the cause of social justice and world peace, and make it the forum for increasing human understanding and brotherliness.

15. The Secretary-General of the Conference (Mr. Jenks) delivered an address on the contribution of the International Labour Organisation to the philosophy, institutional structure, law and psychology of peace.

### Labour Administration, including Labour Inspection, in Africa

16. The Committee on Labour Administration began its work with a general discussion on the question before it, taking as a basis for discussion the Office report on the subject, which was based on the conclusions reached by the African Advisory Committee at its Third Session (Dakar, 1967). There was general agreement in the Committee on the need to develop and strengthen labour administration as a vital tool of development, the necessity of training competent and impartial labour officials despite the stringency of the resources available, and the desirability of associating employers' and workers' organisations with administrative action at all levels. The Committee then went on to examine the responsibilities, infrastructure, budgetary resources, personnel requirements and future needs of the labour administration services; labour inspection, particularly stressing the inadequate establishment and facilities now available; and the scope available for technical co-operation. The Committee appointed a working party to prepare resolutions embodying the conclusions of the Committee on the basis of the recommendations of the African Advisory Committee, the Office report, and the comments and suggestions made in the discussion.

17. The working party submitted two draft resolutions to the Committee. The first dealt in seven successive sections with the responsibilities of labour administration, the structure of labour administration services, the future perspectives of labour administration, labour inspection, labour administration and labour relations, labour administration and development, and budgetary resources and personnel requirements. The second resolution concerned action by the ILO to advance labour administration in African countries; it recommended in particular that the International Labour Organisation should frame a long-term regional programme of technical co-operation in labour administration capable of developing into an intensification of mutual aid, that it should aid upon request in strengthening labour administration services and ministries of labour in particular by providing expert advice, by arranging wherever possible for all assistance to a ministry of labour in various fields to be co-ordinated in the form of integrated projects, and by giving fellowships and promoting permanent regional or subregional training and research centres, and that it should expand its programme of regional courses and seminars for both French and English-speaking labour administrators, round-table meetings and research. The two resolutions were adopted unanimously by the Committee; their texts as adopted by the Conference are appended in full to the present paper.\(^1\)

Technical Co-operation in Africa: Integrated Programme for the Promotion of Adequate National Institutional Arrangements

18. The Committee on Technical Co-operation first held a lengthy general discussion of technical co-operation in Africa. There was strong support for the proposals concerning the participation of employers' and workers' organisations in the planning and implementation of technical co-operation activities, and various means were suggested of giving those organisations a greater share in programme development within the ILO itself. The Employer members stressed the need for flexibility in the technical co-operation machinery, and urged that the volume of aid should not be a function of the receiving country's ability to put up counterpart resources. The point was made that the main problem was to ensure that the technical co-operation provided corresponded fully to the priorities and goals of development, which implied that the efforts of governments to achieve co-ordination should be matched by similar efforts on the part of aid-giving agencies. Stress was also laid on the importance of having, in each country, central co-ordinating machinery for technical co-operation activities; such administrative units should be staffed by suitably qualified personnel.

19. The Committee took as the basis for its work the draft conclusions contained in the report prepared by the Office. After considering these conclusions and several further points submitted by the Worker members, the Committee set up a working party which drafted the conclusions of the Committee under three heads: technical co-operation in general, national institutional arrangements for technical co-operation, and action by the ILO in the field of technical co-operation. The working party also submitted a resolution concerning the outflow of trained personnel from projects established under ILO technical co-operation, originally proposed by the Employers' delegates of Ghana, Ethiopia, Niger and Kenya and referred to the Committee by the Selection Committee. This resolution asked the Governing Body to investigate the extent, causes and effects of the departure of trained national counterpart staff from projects and requested member States to take steps for the stability and continuity of the bodies managing the centres in question. The full texts of the conclusions and resolution as adopted unanimously by the Conference are given in the appendix to the present paper.

Employment Policy in Africa

20. The Committee on Employment Policy began its deliberations with a general review of the subject before it, taking as a basis for discussion the report on "Employment Policy in Africa" prepared by the Office, which comprised two parts entitled "Problems and Policies", and "Proposals for a Jobs and Skills Programme in Africa" respectively. It became clear in the discussion that members viewed with particular concern the disquieting increase in unemployment and underemployment, the unduly rapid drift from the land to urban areas and the inadequate level of skill among the labour force, and stressed the necessity of bringing to bear a whole range of tightly co-ordinated measures to redress these evils. It was agreed that the rural sector offered considerable opportunities for productive employment creation, and should be given highest priority for funds and other resources; to that end, governments should take all necessary steps to induce private enterprises in the modern sector to invest in the development of the rural sector. There was general agreement on the need to raise the level of productive investment, but the point was made that there should be worker participation in framing investment codes so that foreign investments were not made to the detriment of local workers in matters of wages, employment creation or training. The prevailing education and training systems were criticised as not being geared to requirements, turning out young people with only a general education who remained workless for long periods in the urban areas though there were shortages of labour in skilled occupations, both in the towns and on the land. The Committee expressed unanimous support for the proposals advanced by the Office for a Jobs and Skills Programme for Africa, which it was argued should be adjusted to the widely differing needs of individual countries. The Committee was of the opinion that in allocating investment capital regard should be had to the necessity of developing skills and creating work, and that the rural population should be helped to turn their labour to better account, thus indirectly keeping them on the land and improving their

standard of living. Education and training should be changed to meet the actual needs of a developing country and should be based on adequate manpower planning and cater in skill creation for the rural sector as much as the modern sector.

Mention was also made of the need to keep urban and rural incomes in line, since discrepancies favoured the rural exodus, though it was also said that large wage increases could mean less money for productive investment. National administrations needed to improve their statistical services so as to provide adequate information for the employment policies, and manpower planning units should be strengthened and assisted in their work by tripartite technical committees. The ILO might profitably set up an African employment team of experts in various fields to help countries to appraise and adjust their policies, identify measures and projects that would boost employment and get them into operation. The creation of pilot projects was also advocated.

21. The Committee set up a working party to prepare its conclusions in the light of the debate. The working party embodied the conclusions in a single resolution concerning the Jobs and Skills Programme for Africa, which dealt in turn with the action urged on governments of African countries, the requests made to the developed countries, the assistance solicited from other international organisations, and the steps which the Governing Body of the ILO was recommended to take. The text of the resolution, as adopted unanimously by the Conference, is appended to this paper.

Discussion of the Director-General's Report

22. A total of fifty speakers (including ten Ministers) took part in the discussion in plenary sitting of the Director-General's Report.

23. Emphasis was laid by several delegates on the central importance of employment as a means to economic development and greater social equality, and hence also to political stability. A number of speakers expressed the view that rural development should be tackled first, since it might give relatively big results for a given input of resources and was the obvious remedy for the drift of countryside folk to the towns, with all the urban problems - overcrowding, idleness, delinquency - that it entailed. It was vitally necessary to adapt training facilities to the actual manpower needs of developing countries, without undue subservience to ex-colonial educational criteria, and a particular effort was needed in the rural sector, which accounted for three-quarters of the population. Several speakers found the population explosion and its sequels a major social problem, which was partly responsible for the low rate of growth in the per capita national product (another reason being the unusually heavy outlay on infrastructure).

24. Appreciation was expressed on all sides for the technical co-operation afforded by the ILO, in the organisation of training, labour administration, co-operation and many other fields. Many speakers stressed the need for employers and workers to have a say in decisions on development plans and their implementation, and the value of tripartism as a stabilising influence in young societies. There was broad support for the World Employment Programme and especially the Jobs and Skills Programme for Africa, and attention was drawn to the lack of training programmes for the bulk of the labour force - the uneducated and unskilled manpower whose work largely determined the level of the national income. In relation to labour inspection, speakers mentioned a suitable institutional infrastructure as a prerequisite for progress in labour administration and inspection, which was hampered by the perennial shortage in all the developing countries of competent senior staff. Several allusions were made to the problem of free movement of labour among national frontiers and to the trends in certain countries to reserve employment opportunities for nationals in preference to non-nationals and limit the immigration of aliens. Some delegates also appealed to the ILO to secure through fair commodity prices some improvement in the unfavourable terms of trade, which swallowed up much of the economic headway made by the developing countries and counterweighed the admittedly generous aid made available by the richer countries of the world. It was also observed that little progress had been made in eliminating apartheid, and that large populations of Africa were still deprived of political liberty and freedom of association. Social justice implied not merely a better share of material goods, but also civil liberties, the recognition of human dignity and genuine equality of opportunity, without discrimination of any kind.

25. In his reply to the debate on the Report of the Director-General the Secretary-General of the Conference (Mr. Jenks) recalled that the fiftieth anniversary of the ILO was also the end of the first decade of continuous ILO presence in Africa, and referred especially to the importance of employment, labour administration and industrial relations in the context of present and future conditions in Africa.

26. There had been general agreement that throughout the developing world the crux of social policy was employment, which was increasing much more slowly than population, though it was the key to political stability, economic momentum and social dignity. For its jubilee year the ILO had launched a World Employment Programme to promote comprehensive policies for the full and rational use of human potential. The Accra Conference had made a major contribution to that programme by adopting the Jobs and Skills Programme for Africa. In so doing the African countries had entrusted a heavy responsibility to the ILO, but they had also assumed a heavy responsibility which could be discharged by themselves alone. The success of the Jobs and Skills Programme now depended primarily on them; the ILO would do its utmost to help. Were the African countries going to accept the attainment of the highest level of productive employment as a major political aim, and to make firm and lasting commitments to pursue that aim? Were they going to take appropriate measures to ensure that the importance of maximising productive employment was taken fully into account in all decisions concerning general economic policy? Were they going to reappraise, and modify as appropriate in the light of their effects on employment, national policies on such matters as investment, industrial technology, rural development, construction and public works, education and training? Were they going to make the national arrangements necessary for effective co-operation in the Programme? Those indispensable elements in its success were essentially their responsibility. Were they going to make a national effort comparable to that which achieved the greatest things in their national history? If they made that effort, if they did those things, the ILO would strain every nerve to help them in their efforts to wipe unemployment from the face of Africa by mobilising their human resources to meet their human needs.

27. On the difficult question of foreign and migratory labour the ILO had been steadfast in maintaining that the only solution for the employment problem was a vigorous expansion of the whole economy; it was no solution for a country to place restrictions on the employment of foreign workers who were helping to build up its economy. It was tempting for countries to seek to give preference to their own citizens, but efforts to control the centuries-old natural movements of labour in Africa, regardless of national frontiers, conflicted with the trends towards regional economic integration, which implied freedom of movement for labour as well as for goods and capital, and their economic, social and human consequences needed to be evaluated carefully. The ILO instruments on migrant labour embodied principles that were relevant in this regard, and it might perhaps be possible to evolve through the ILO some agreed principles which governments would be willing to apply. Before initiating new measures relating to foreign labour the facts should be ascertained by impartial inquiry and published, that the prospective measures should be discussed with governments whose nationals were likely to be affected, that the repercussions of such measures on essential services, the harvesting of crops, etc., should be gauged, that the action proposed should be fully and simply explained and that reasonable notice should be given so as to avoid panic or hardship, and that adequate administrative arrangements should be made for transport, accommodation of transients, and the removal of property, tools and effects. Failure to deal with the international aspects of the question might create chaos in large parts of Africa, and the matter might well be considered further in its African context, perhaps first at a meeting of the African Advisory Committee.

28. The technical co-operation programme of the ILO was a part of complex national and international programmes of a much broader character; its effectiveness depended on its fitting into those over-all programmes of development and it must therefore be financed and administered as part of them. One of its distinctive purposes was, however, to give social direction to economic development, a question in respect of which employers and workers had a major contribution to make. One pragmatic way in which useful progress could be made in countries where there was a substantial ILO technical co-operation programme was for the Minister of Labour or Social Affairs to take personally from time to time the initiative in convening employers' and workers' representatives to discuss the problems and prospects of the programme informally at a round table with himself and any
other ministers concerned and with senior ILO representatives and chiefs of all the
ILO projects in the country. Such a practice would help governments, employers,
workers and the ILO to secure a clearer picture of what they should be doing and to
enlist a fuller understanding and support for what they were trying to do; it
would bring the over-all plan into much closer and more fruitful contact with those
whose lives were being planned, to the benefit of all concerned. The habit of
government-management-labour co-operation evolved in the ILO was potentially of
wider political importance for the future of Africa, where the stability of govern­
ment unfortunately remained an acute problem, where traditional authorities had
lost much of their sway, and where in the search for democracy a new equilibrium
had yet to be found. Trade unionism and employers' organisations now had an
opportunity to enter into partnership with governments in ensuring the future of
what they had done so much to create, and in giving a broad practical basis to
national social policy. Basic to a three-way dialogue of such momentous implica­
tions was genuine freedom of association, tempered by a high sense of responsibility
in the common pursuit of the welfare of the community as a whole. There was no
other way of enlisting the potential momentum of the whole community in its
economic development or the self-interest of the whole community in its stability;
and it was issues of that order of magnitude which were involved in freedom of
association and tripartite co-operation. Africa could use the ILO to build itself
a framework of labour-management relations which could develop into a vital factor
in the political stability of the whole continent.

Suggested Action by the Governing Body

29. The Governing Body may wish -

(a) to authorise the Director-General to transmit the texts of the conclusions
and resolutions adopted by the Third African Regional Conference -

(1) to the governments concerned and through them, where appropriate,
to employers' and workers' organisations;
(11) to the appropriate international organisations;

(b) to request the Director-General, in making future proposals for the programme
of work of the Office and particularly the World Employment Programme, to take
as far as possible into account the wishes expressed in the resolutions
adopted by the Conference;

(c) to authorise the Director-General to draw the attention of the African
member States to the recommendations of the Conference in respect of
action to be taken by them in the field of labour administration
(including labour inspection), technical co-operation, and employment
policy;

(d) to authorise the Director-General to draw the attention of the member
States concerned to the Conference's recommendation that they should take
measures to give full effect, through action suited to national circumstances,
to the provisions of the Labour Inspection Convention, 1947, and the Labour
Inspection (Agriculture) Convention, 1969; and that they should ratify the
Employment Policy Convention, 1964, if they have not already done so;

(e) to request the Director-General to investigate the departure of trained
counterpart personnel from technical co-operation projects and report to it
on the extent and causes of such outflow, any prejudicial effects it may
have, and suggestions for preventing it;

(f) to authorise the Director-General to draw the attention of all member
States of the ILO, and particularly the industrialised countries, to the
assistance and support they could give to the Jobs and Skills Programme
for Africa, and to enlist the assistance and support of the other inter­
national and regional organisations to the same end;
(g) to request the Director-General to consider ways and means of giving effect, with the assistance of other international agencies, to the recommendations of the Conference regarding the establishment of an African Regional Labour Administration Centre to cater for the training and research needs of the English-speaking countries in Africa; and

(h) to request the Director-General to submit to the next session of the Governing Body proposals concerning the agenda of the Fourth Session of the African Advisory Committee, taking into account the discussions at the Third African Regional Conference in Accra and at the present session of the Governing Body.

APPENDIX IV

Fourth Item on the Agenda

REPORT OF THE WORKING PARTY ON THE STRUCTURE OF THE ILO

[At its sixth and seventh sittings the Governing Body discussed the report of the Working Party on the Structure of the ILO on its session held from 27 to 30 January 1970. The text of the report will be published in the Record of Proceedings of the Fifty-Fourth Session of the International Labour Conference.]

APPENDIX V

Fifth Item on the Agenda

REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

[At its fourth sitting the Governing Body dealt with the 113th, 115th and 116th Reports of the Committee on Freedom of Association. The texts of these reports will be found in the Official Bulletin (Geneva, ILO), Vol. LIII, 1970, No. 2, Supplement.]
APPENDIX VI

Sixth Item on the Agenda

REPORTS OF THE FINANCIAL AND ADMINISTRATIVE COMMITTEE

First and Second Reports

[The first and second reports of the Financial and Administrative Committee, being of a confidential nature, are reproduced separately in accordance with the usual practice.]

Third Report

[At its seventh sitting the Governing Body decided, without discussion, to postpone consideration of the third report of the Financial and Administrative Committee until its 180th (May-June 1970) Session. The report is accordingly not reproduced here.]

Fourth Report

[The fourth report of the Financial and Administrative Committee, being of a confidential nature, is reproduced separately in accordance with the usual practice.]

Fifth Report

1. The Financial and Administrative Committee of the Governing Body met on 26 February 1970 under the chairmanship of Mr. H. Gros Espiell, Chairman of the Governing Body. Mr. C.T.H. Plant was Reporter.

FINANCIAL AND GENERAL QUESTIONS

Reports by the United Nations Joint Inspection Unit

Report on a Visit of Inspection to Malaysia and Singapore

2. The Committee had before it for information and observations a report on a visit of inspection to Malaysia and Singapore, prepared by Sir Leonard Scopes of the United Nations Joint Inspection Unit, together with the Director-General's comments thereon.

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1 See fifth and seventh sittings.
2 See seventh sitting.
3. In order to ensure that the Director-General's observations on the report, and any points made during the discussion of it in the Committee and in the Governing Body, would be made available to all Members of the Organisation, the Committee decided to deal with it in a public sitting and to submit the present separate, and non-confidential, report on it to the Governing Body.

4. The Committee noted that the report offered comments of a general character of concern to some or all of the organisations in the United Nations system having activities in Malaysia and Singapore. Other comments were specifically directed at ILO operations. The Director-General's comments were therefore divided into general and specific observations.

General Observations

5. The Director-General had been pleased to note that Sir Leonard believed that United Nations aid appeared to be well programmed and that it fitted in well with the national authorities' own ideas on development strategy.

6. As regards Sir Leonard's suggestion that the agencies should time their operations and the terms of service of their representatives to coincide with the countries' own development planning cycle, the Director-General agreed that there would be advantage in timing programming and project execution according to development plans (global and sectoral). There would, however, be difficulties in meeting this objective completely, as the recruitment process for technical co-operation officials could be effective only if the schedule for recruitment established in the plan of operation was followed closely. Sir Leonard's suggestion was consistent with the country programming concept elaborated in the Capacity Study, and the Director-General was of the opinion that his recommendation should be borne in mind in connection with further discussions concerning the Capacity Study.

7. As to Sir Leonard's stress on the importance of co-ordination in this field, the Director-General was in complete agreement. The ILO had always emphasised to its staff, both during briefing and in written instructions, the importance of co-ordination with other agencies in the field.

8. The Director-General also felt that the proposal for follow-up on completed projects was welcome. In the Special Fund sector, the new project reporting procedures, which included the submission before the end of project operations of a plan of follow-up action to be taken by the government, offered the possibility of active follow-up, provided the office of the Resident Representative in co-operation with governments. Under these new reporting procedures the Resident Representative was expected to report annually on further investment and other action on completed Special Fund projects. Copies of such reports were sent to agency headquarters and to interested field offices for scrutiny and appropriate action. Similar measures could be envisaged in respect of projects in the technical assistance sector. Furthermore, the ILO had made it a practice that ILO field officials, including regional advisers, should follow up completed projects.

9. On the recommendation concerning family planning, the Director-General wished to note that recent policy decisions taken by the ILO supported the conclusions drawn in the report. Industrial and plantation workers were the groups that the ILO believed should have the first priority based on its mandate within the United Nations system. The need for mutually supporting services, e.g. medical and social security services as a backstop to national efforts, was fully recognised. Proposals for population projects had recently been forwarded to the United Nations Population Fund.

Specific Observations on ILO Operations in Malaysia and Singapore

10. Sir Leonard drew attention in his report to specific ILO projects in Malaysia and Singapore. While he appreciated the ILO's work in the field of industrial training, he recognised the problems of counterpart staff (locally trained instructors) being attracted by higher wages to private industry. The Director-General agreed that the problem of counterpart wages was an important issue. It had been discussed at the October 1969 session of the Inter-Agency Consultative Board and was currently under examination by that body. The ILO had
already made some proposals to the Government of Malaysia concerning revised salary scales, and a list showing the comparative payments made to instructional staff by other governments in the region had been sent to that Government. The ILO intended to keep this facet of the project under continuous review.

11. Sir Leonard was critical of the delays which had occurred in the Singapore Metal Industries Development Centre, which in his opinion had "reduced the value of United Nations co-operation in this project". As a result of the delay between Governing Council approval of the project and the signing of the plan of operation, he stated that rising prices had appreciably reduced the quantity of machinery and equipment which it had originally been intended to supply.

12. The Director-General had noted this criticism but would like to point out that the actual implementation of the project had not seriously been affected by this delay, since three experts, including the chief of project, had been in post under advance allocation throughout the period of delay, and two more experts had joined the project in September 1969, i.e. not long after the signing of the plan of operation on 9 June 1969. Furthermore, advance allocations for the procurement of equipment had been obtained in two instalments amounting to almost half of the total equipment allocations, ultimately permitting the ILO to order a substantial amount for the project. On the Government's side, the construction of buildings and other facilities for the project had progressed at a fast pace and the delay in the signing of the plan of operation had had no effect on this aspect of the project. The Director-General, while agreeing that there had been a delay occasioned by the need for extensive discussions with the UNDP, the Government and suppliers on equipment matters and for the clearance of various drafts of plans of operation with UNDP, UNIDO, and the Government, would stress that these factors had not significantly affected the actual implementation of the project, which was at present on a sound footing.

13. Sir Leonard had noted that the prices of equipment for this project had increased during the period of delay. However, this had been due not to the delay in signing the plan of operation, but mainly to the fact that the prices quoted in the equipment estimates of the plan of operation were somewhat lower than market prices. This error had arisen owing to the highly sophisticated nature of the equipment in question, for which a complete costing had proved difficult to achieve when the plan of operation had been drawn up. A headquarters technical equipment inspection mission had been undertaken to the project in January 1970 and this had helped to resolve the difficulties. It was expected that by the end of the year the balance of the equipment would have arrived on the project.

14. The Director-General fully supported Sir Leonard's remarks that "the problem of creating sufficient employment opportunities" was of fundamental importance. In this connection, the ILO manpower mission in Kuala Lumpur had assisted in creating a manpower department within the Ministry of Labour and was currently helping to improve the existing system of employment market information, and developing and strengthening of the network of employment exchanges. Within the framework of the World Employment Programme, Malaysia would be further assisted by the Asian Regional Employment Team in an assessment of the employment needs and the availability of skilled manpower.

15. Sir Leonard's hope that the Malaysian Government would soon be able to make a start in other states on the proposed establishment of vocational rehabilitation institutions on the lines of the pilot project at Cheras was shared by the Director-General. Furthermore, the successful development of the Cheras Centre was having a stimulating effect on the national rehabilitation programme through the creation of state rehabilitation committees and the formulation of schemes of placement and sheltered employment.

C.T.H. Plant,
Reporter.
APPENDIX VII

Seventh Item on the Agenda

REPORT OF THE ALLOCATIONS COMMITTEE

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

APPENDIX VIII

Eighth Item on the Agenda

REPORT OF THE COMMITTEE ON STANDING ORDERS AND THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS

[At its seventh sitting the Governing Body decided, without discussion, to postpone consideration of the report of the Committee on Standing Orders and the Application of Conventions and Recommendations until its 180th (May-June 1970) Session. The report is accordingly not reproduced here.]
APPENDIX IX

Ninth Item on the Agenda

REPORT OF THE INTERNATIONAL ORGANISATIONS COMMITTEE

1. The International Organisations Committee met on 27 February 1970 in connection with the 178th Session of the Governing Body under the chairmanship of Mr. Pozharsky, Government member, USSR.

2. The Committee had before it a report on the Twenty-fourth Session of the General Assembly of the United Nations, held in New York from 16 September to 17 December 1969 under the presidency of Miss Angie Brooks (Liberia). In accordance with the usual practice, this report was not a full account of the proceedings of the General Assembly, but a brief review of the conclusions reached on questions of interest to the ILO. It dealt, among other things, with the celebration of the ILO's fiftieth anniversary, the twenty-fifth anniversary of the United Nations, the resolutions adopted on economic questions, the Second United Nations Development Decade, tourism, the human environment, human rights, the Declaration on Social Progress and Development, industrial development, coordination, and the implementation of the Declaration on the Granting of Independence to Colonial Peoples and Countries by the Specialised Agencies and International Institutions Associated with the United Nations.

3. Among the subjects it discussed, the Committee gave special attention to the Second Development Decade. While it was generally felt that the success of the Decade called for increased efforts and the formulation of an effective development strategy, which it was taking a great deal of time to complete, the Worker members expressed cautious optimism in the light of the results achieved in the field of development aid, which were described in the Report of the Commission on International Development, chaired by Mr. Lester Pearson, as well as of the Study of the Capacity of the United Nations Development System.

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See fifth sitting.
Moreover, as a Government member pointed out, the Pearson Report proposed an answer to the problems of formulating a development strategy. In view of the importance of the preparations for the Second Development Decade, which called for further sustained efforts, the Committee decided that the question should be placed on the agenda of its meeting in November 1970 with a view to a thorough discussion. It would thus be able to decide, among other things, at what later stages it could most usefully resume examination of the question, which is one of continuing concern.

4. The Committee also devoted special attention to the Declaration on Social Progress and Development. It felt that, though perhaps the Declaration failed to give international labour standards the prominence they deserved and to define with enough precision the scope of freedom of association, it still constituted a noble tribute to the ILO's social goals. Nevertheless, the effective application of the principles set forth in the Declaration will call for further strenuous efforts and more detailed measures, some of them falling within the ILO's competence. The Committee therefore asked to receive at its November meeting not only the analytical note on the Declaration which the Director-General proposes to submit to it at that time but also information on the problems of giving practical effect to the principles embodied in the Declaration and on the ILO's role in this field. The November meeting of the Committee will also afford an opportunity for an over-all review of the situation resulting from the adoption of the Declaration.

5. The Employer members having expressed doubt about the desirability of setting up a new organisation for tourism, a Government member pointed out that the purpose of the General Assembly resolution was to convert an existing organisation, the International Union of Official Travel Organisations, into an intergovernmental organisation through a revision of its statutes. This step had been supported by the majority of the Assembly, including most of the developing countries, to which the development of tourism would be highly beneficial. The Worker members expressed opposition to the transfer of any of the ILO's competence with regard to conditions of work to the new organisation. They were assured that no such transfer was contemplated and that the Director-General would guard against it if ever the question should arise; he would also discourage the adoption of a title for the new organisation likely to lead to confusion, at least in its French form, with the ILO.

6. In reply to the Employers' request for information on the achievements of UNIDO and the extent to which it had fulfilled the hopes placed in it by the developing countries, the Principal Deputy Director-General observed that it was not for the Office, but rather for the countries concerned, to give an opinion. The Director-General, for his part, had since the settlement of initial difficulties undeviatingly followed a policy consisting of making a maximum contribution to the work of UNIDO in the field of industrial development, while doing so in such a way as to ensure that the co-operation between the two organisations would lead to effective joint action and not result in a confusion of responsibility prejudicial to such action.

7. Finally, the Committee expressed appreciation of the Director-General's speech to the General Assembly on the occasion of the celebration of the ILO's fiftieth anniversary and noted with pleasure that the United Nations had given renewed expression to the admiration and appreciation of the ILO and its activities consistently evidenced by the United Nations at the highest level.
encroach upon the functions of governmental organs, notably the Economic and Social Council. The outcome of the discussions, in which the Director-General had taken part and of which the Economic and Social Council had taken note in Resolution 1466 (XLVII), had made clear the determination of the ACC to assist the Economic and Social Council in the more effective discharge of its co-ordinating functions under the Charter and the agreements with the specialised agencies. It had also promoted a clearer understanding of the distinct but complementary roles of the Council and the ACC and had helped to clarify the role and practical mandate of the ACC as it had evolved in response to requests from the Council.


9. The Committee noted with satisfaction that the Joint FAO/UNESCO/ILO Advisory Committee on Agricultural Education, Science and Training had held its first session at UNESCO headquarters in Paris from 8 to 16 December 1969. The meeting had constituted a further step towards joint action by the three organisations, as provided for in the aide-mémoire signed in Rome on 3 May 1968 by the Directors-General of the ILO, FAO and UNESCO, which aimed at ensuring the co-ordination desired by the International Organisations Committee. Since the report of the meeting, which was being produced by UNESCO, was not yet available, the Committee could not examine such questions as the role of functional literacy and the vocational training of illiterates in the field of agricultural training, to which the Worker and Employer members attach particular importance. The report to be submitted by the Director-General to the Committee at its November meeting on the steps taken or to be taken, after consultation with the Directors-General of the FAO and UNESCO, to give effect to the Joint Advisory Committee's recommendations will enable the International Organisations Committee to discuss the matter in full knowledge of the facts.

Relations with the League of Arab States

10. Following the establishment of the Industrial Development Centre for Arab States (IDCAS), the Director-General made arrangements with the Director-General of IDCAS for co-operation between the latter and the ILO. The main purpose of IDCAS, whose establishment was authorised by the League of Arab States as an autonomous body functioning within the framework of the League, is to promote and develop programmes of industrialisation on a regional basis and national industrialisation projects. As the extension of the League's work on industrial development offers scope for broader co-operation between the two agencies, the Director-General readily agreed to the request of IDCAS that practical arrangements should be made for co-operation, covering consultations, representation at meetings, exchange of information and documents, and the provision of technical assistance. Similar arrangements have been made between IDCAS and UNIDO.

11. In taking note of these practical arrangements the Committee observed that they constituted a strengthening of the co-operation already established on a firm basis with the League of Arab States in respect of the aims common to the two organisations and were in accordance with the ILO's policy of co-operating with regional organisations throughout the world.

Inter-American Convention on Human Rights

12. The Committee took note with interest of the signing at San José, Costa Rica, of an American Convention on Human Rights. It was glad to learn that the Inter-American Conference which had drawn up the final version of the
Convention had taken full account of the ILO's comments on the previous draft of the provisions relating to forced labour and freedom of association, which had been based on the standards laid down in the relevant international labour conventions. That had led to a marked improvement in the text, which now reflected the standards laid down in the Forced Labour Convention, 1930 (No. 29), and the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).

13. As the American Convention contains provisions for its own enforcement, including the possibility of appeal to an Inter-American Court on Human Rights, the Worker members expressed some misgivings about the coexistence of regional arrangements and of the ILO's own supervision machinery. This is a general problem which arises from the interaction of machinery for supervising the application of international labour conventions, that to be set up under the United Nations covenants on human rights (when they come into force) and that provided for by regional instruments such as the European Convention on Human Rights and, now, the American Convention, and the legal remedies foreseen in each case. The ILO has hitherto applied its own procedures in respect of matters submitted to it and, in order to avoid confusion, has maintained close contact with the United Nations and the other organisations concerned, such as the Council of Europe. While no other measures can be contemplated for the time being, it might become advisable to give the matter detailed consideration. In that event the Director-General would submit a thorough analysis of the various aspects of this complex problem and proposals concerning the action which it might be possible and advisable to take.

Second Session of the Intergovernmental Committee on the Application of the International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organisations

14. The Second Session of the Committee established under Article 32 of the above-mentioned Convention - the Rome Convention - to examine its application and operation, was held in Paris from 10 to 12 December 1969 under the joint auspices of the ILO, UNESCO and the United International Bureaux for the Protection of Intellectual Property (BIRPI). The Committee adopted a report which was submitted to the International Organisations Committee and which is appended to this report. This report relates to the examination of the replies received from the governments of States Parties to the Convention concerning its implementation, the replies received from the governments of the States Parties to the Universal Copyright Convention or members of the Berne Union concerning the possibility of acceding to the Rome Convention, and the protection of performers, producers of phonograms and broadcasting organisations in connection with radio and television broadcasts via communication satellites. The Committee recommends the Governing Body to take note of the report on the Second Session of the Intergovernmental Committee established under Article 32 of the International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organisations.

15. The Worker members deplored the small number of ratifications of the Rome Convention and stressed the concern felt by the trade union organisations of performers at the ILO's lack of interest in their situation after forty years of effort which, though they had produced the Rome Convention, had by no means disposed finally of the problem. They again expressed the wish that effect should be given to the recommendation of the Advisory Committee on Salaried Employees and Professional Workers in which the ILO was asked to carry out a survey of the conditions of employment of performers. Finally, the Worker

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members stressed the fact that the protection of performers in connection with radio and television broadcasts via communication satellites was a very real problem, however futuristic it might seem. The trade unions were anxious that the ILO should examine the problem with a view to adapting the protection of performers to the new requirements. They asked that the Committee's report should record the assurance given to them that the Director-General would carefully examine the possibility of giving effect to their wishes.

V.S. Pozharsky,
Chairman and Reporter.
APPENDIX X

Tenth Item on the Agenda

REPORT OF THE COMMITTEE ON INDUSTRIAL COMMITTEES

First Paper

Programme of Meetings of Industrial and Analogous Committees in 1971

1. At its November 1969 session the Governing Body had before it, in the report of its Committee on Industrial Committees, a recommendation 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.

2. In presenting the report, the Chairman of the Committee on Industrial Committees pointed out that all three groups were anxious that an early decision should be taken with regard to the convening of the Eighth Session of the Building, Civil Engineering and Public Works Committee, which was due to have met in 1968 but had been postponed. Mr. Faupl reaffirmed the position of the Workers' group, while the USSR Government member, referring to the forthcoming review of membership of the Industrial and analogous Committees, pointed out that the Building, Civil Engineering and Public Works Committee had never met in its present composition and expressed the hope that it would do so at its Eighth Session.

3. The Director-General suggested that if the Governing Body were to postpone until February 1970 its consideration of the programme of meetings an opportunity would be provided to look further into the possibility of convening the Eighth Session of the Building, Civil Engineering and Public Works Committee in 1970 or, if that should not prove feasible, as soon as possible thereafter. Members of the Governing Body were, however, aware that the programme of meetings already fixed for 1970 places a considerable strain on the secretariat resources.

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1 See fifth and seventh sittings.
2 See Minutes of the 177th Session of the Governing Body, Appendix XV, para. 7, p. 91.
of the Office. If provision were to be made for the session to be held in addition to the normal programme, either in 1970 or in 1971, the Financial and Administrative Committee would also have to examine the budgetary aspect of the matter: it was estimated that the session would cost $118,400.

4. In the light of the statement made by the Director-General, the Governing Body decided to defer further consideration of the matter until its present session.

5. The Director-General has now been able to study the question very thoroughly and has come to the conclusion that, in view of the exceptionally heavy programme of meetings already scheduled for 1970, the Eighth Session of the Building, Civil Engineering and Public Works Committee could be held in that year only if one of the meetings already decided upon were to be postponed.

6. On the other hand, the session could be held early in 1971, thus entailing the minimum of delay. This could be done most conveniently by deferring the Second Tripartite Technical Meeting for the Timber Industry by a few months and holding it early in 1972. The credits already provided for that Meeting could then be used to cover part of the cost of the Eighth Session of the Building, Civil Engineering and Public Works Committee, and the arrangement would, therefore, not only mean the minimum of dislocation of the programme of meetings as it stands but also the minimum of additional expense.

7. The membership of the Industrial and analogous Committees will be revised by the Governing Body in November 1970. If the Governing Body were to decide that the revised membership should come into effect only after the Eighth Session of the Building, Civil Engineering and Public Works Committee, the membership of that Committee at the time of its Eighth Session would be as at present.

8. As regards the financial aspects of the arrangement suggested in paragraph 6 above, it should be noted that the budget for 1970-71 includes a provision of $81,500 for an "additional Industrial Committee-type meeting". This sum would be available for the Second Tripartite Technical Meeting for the Timber Industry, if that meeting were to be held in 1971. The cost of the Eighth Session of the Building, Civil Engineering and Public Works Committee - as indicated in paragraph 3 above - is estimated at $118,400. Thus, if the Second Tripartite Technical Meeting for the Timber Industry were to be deferred until early in 1972, and if the above-mentioned provision of $81,500 in the 1970-71 budget were to be allocated for the holding of the Eighth Session of the Building, Civil Engineering and Public Works Committee, it would be necessary to make financial provision for the difference - namely $36,900. A separate paper, which is being submitted to the Financial and Administrative Committee, indicates that it would be necessary to authorise charging the additional cost to the item for Unforeseen Expenditure.

9. In the light of the foregoing considerations, and subject to its consideration of a report by the Financial and Administrative Committee on the financial implications, the Governing Body is invited to decide that the programme of meetings for 1971 shall include the following meetings: (1) Building, Civil Engineering and Public Works Committee (Eighth Session); (2) Petroleum Committee (Eighth Session); and (3) Inland Transport Committee (Ninth Session).

10. It would be understood that, if such a decision were taken, the membership of the Building, Civil Engineering and Public Works Committee at its Eighth Session would be that which was decided by the Governing Body in 1965. It would also be understood that the Second Tripartite Technical Meeting for the Timber Industry - originally envisaged for 1971 - would receive a high priority when consideration is later given to the programme of meetings for 1972.

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1 ILO Programme and Budget for the Biennium 1970-71 (Fifty-Second Financial Period), p. 121.
Second Paper

Report of the Committee on Industrial Committees
on its Meeting at the 178th Session of the Governing Body

1. The Committee on Industrial Committees met on 24 February 1970 under the chairmanship of Mr. Knolle (Federal Republic of Germany).

I. EIGHTH SESSION OF THE IRON AND STEEL COMMITTEE:
EFFECT TO BE GIVEN TO THE CONCLUSIONS
AND RESOLUTIONS OF THE COMMITTEE

2. At the 177th Session (November 1969) of the Governing Body the Committee on Industrial Committees had before it a note on the proceedings of the Eighth Session of the Iron and Steel Committee, which was held in Geneva from 29 September to 9 October 1969 under the chairmanship of Mr. Králík (Czechoslovakia). The Governing Body, on the recommendation of the Committee¹, authorised the Director-General to communicate to governments, and through them to the employers' and workers' organisations concerned, the reports, conclusions and resolutions adopted by the Iron and Steel Committee at its Eighth Session. As regards substantive consideration of the conclusions and resolutions, however, the Committee decided to postpone such consideration until the present session of the Governing Body.

3. At the present session, therefore, the Committee had before it the Director-General's proposals concerning the effect to be given to the conclusions and resolutions adopted by the Iron and Steel Committee at its Eighth Session.

The Role of Employers' and Workers' Organisations in Programming and Planning in the Iron and Steel Industry

4. In conclusions No. 64, which were adopted by 125 votes in favour, none against, with no abstentions, the Iron and Steel Committee pointed out that the ILO should intensify its operational activities in the field of workers' education and training, in connection with the participation of workers' representatives in programming and planning in the iron and steel industry.

5. In the document submitted to the Committee on Industrial Committees the Director-General pointed out that the ILO had always recognised the need for well-trained workers' representatives who were able to assume the new responsibilities arising out of their participation in programming and planning. Within the framework of the workers' education programme, the following seminars and basic courses, dealing with the participation of trade unions in planning, had been held: African Seminar on the Role of Trade Unions in Development Planning (Dakar, 28 November-10 December 1966); Asian Seminar with the same title (Delhi, 30 September-11 October 1969); and a basic course on planning and economic and social development for Latin American trade unionists (Santiago de Chile, 4 April-15 May 1966). The latter had been organised in collaboration with the United Nations Economic Commission for Latin America. The Director-General stated in the document that the ILO would continue to support training activities designed to prepare workers' representatives for their participation in programming and planning processes.

6. The Committee on Industrial Committees recommends the Governing Body to request the Director-General to take into account the wishes expressed by the Iron and Steel Committee in conclusions No. 64.

¹ See Minutes of the 177th Session of the Governing Body, fifth sitting, p. 27, and Appendix XV, para. 109, p. 97.
Effect to Be Given to the Conclusions and Resolutions
Adopted by the Iron and Steel Committee at Its
Previous Sessions

7. The Iron and Steel Committee, when considering the report of its Working Party on the Effect Given to the Conclusions and Resolutions Adopted at Previous Sessions, approved a classification in which section I, group C, enumerated the conclusions and resolutions on which further information from governments was considered desirable, and section II, group B, the conclusions and resolutions which should continue to receive the attention of the Office.

8. The Committee on Industrial Committees recommends the Governing Body to request the Director-General

(i) 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

(ii) 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 for industrial activities, to the requests addressed therein to the Office.

Freedom of Association in the Iron and Steel Industry

9. In Resolution No. 66, which was adopted by 118 votes in favour, none against, with three abstentions, the Iron and Steel Committee invited the Governing Body to request the Director-General

(a) to continue making every possible effort to secure the full implementation of the standards and principles of the International Labour Organisation dealing with freedom of association and collective bargaining in the iron and steel industry throughout the world;

(b) to urge the governments to ratify and implement Conventions Nos. 87 and 98 and urge the interested parties to denounce all cases of violation in the iron and steel industry;

(c) to support the appeal made by the General Conference of the ILO to all member States to announce and effectively grant a general amnesty, pardon, or their effective equivalent to all trade union members in the iron and steel industry under arrest or sentence because of legitimate trade union activities in accordance with the principles and standards of the ILO.

10. In the document submitted to the Committee on Industrial Committees the Director-General stated that the ILO had continued to make every possible effort to secure the observance and application of the principles and guarantees of freedom of association. According to the regular procedure applying to the examination of reports on the application of ratified Conventions, comments on the matter were made by the Committee of Experts and the Conference Committee on the Application of Conventions and Recommendations, including Conventions Nos. 87 and 98, referred to in the resolution. Moreover, the Governing Body Committee on Freedom of Association examined complaints concerning the infringement of freedom of association even as regards countries which had not ratified the relevant Conventions. If it was considered necessary, complaints could be referred under certain conditions to the Fact-Finding and Conciliation Commission on Freedom of Association. Article 26 of the Constitution of the ILO further allowed any Member to file a complaint if it was not satisfied that any other Member was securing the effective observance of any Convention which both had ratified, and the same procedure could be adopted by the Governing Body, either on its own motion or on receipt of a complaint from a delegate at the Conference. Moreover, in 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 been invited to study further the question of strengthening the machinery of the ILO for the protection of human
rights and in particular freedom of association. A report had been prepared for
the 54th Session of the Conference on the question of trade union rights and civil
liberties. A study was also being undertaken on the legislation concerning trade
union officers.

11. The Committee on Industrial Committees recommends the Governing Body to
authorise the Director-General to inform—

(a) the governments of the ILO member States and, through them, the employers' and
workers' organisations concerned, of the views expressed by the Iron and Steel
Committee at its Eighth Session in paragraph (b) of resolution No. 66; and

(b) the governments of the ILO member States of the views expressed in
paragraph (c) of resolution No. 66.

Requests for Research, Studies and
Other Action by the Office

12. In resolution No. 67 on shift work, which was adopted unanimously, the
Iron and Steel Committee recommended that the Governing Body take steps to ensure
that the International Labour Office—

(i) should continue to review existing research in the field of shift work
and its medical and sociological consequences;

(ii) should itself initiate research in fields not covered by existing
projects; and

(iii) should include in the General Report for the next session of the Iron
and Steel Committee relevant information which could serve as a basis
for discussion, leading to further action to give the greatest possible
protection to shift workers employed in the iron and steel industry.

13. In the document submitted to the Committee on Industrial Committees the
Director-General stated that a study on shift work was at present being carried
out as part of the work of the ILO in the framework of the World Employment
Programme. This study would deal with the different aspects of shift work,
including its effects on health as well as on the social and family life of workers.

14. In 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, which was adopted
unanimously, the Iron and Steel Committee requested the Governing Body to take
steps to ensure the collection of relevant statistical and other factual data on
legislative and contractual measures—and their implementation—in the iron and
steel industry, which provide protection for the workers against whatever detri-
mental effects may be caused by technological changes in the industry, as well as
of data on any beneficial effects of technological changes.

15. In the document submitted to the Committee on Industrial Committees the
Director-General pointed out that the Iron and Steel Committee at its previous
sessions had already requested the Office to collect various statistical data and
information concerning collective agreements. A collection of pertinent clauses
of typical collective agreements in the iron and steel industry, including a
comparative analysis, would be published at an early date.

16. In resolution No. 69 concerning an employment programme, which was
adopted unanimously, the Iron and Steel Committee noted that the main lines of
action of the ILO World Employment Programme were a fuller and more effective
utilisation of industrial capacity, promotion of labour-intensive production where
economically and socially necessary, and the application of economically sound
labour-intensive techniques. It invited the Governing Body to request the
Director-General—

(a) to specify all of the above-mentioned aims of action undertaken within the
framework of the World Employment Programme, in particular for the iron and
steel industry, because of its basic importance for every economy;
(b) to study carefully and to provide clear and regular information on employment and redundancy in this branch of industry, according to the resolution (No. 26) concerning iron and steel statistics (1949) and the model statistical table (No. 35) for the iron and steel industry (1952) adopted by the Iron and Steel Committee.

17. In resolution No. 70 concerning future activities and the frequency of the sessions of the Iron and Steel Committee, which was adopted without opposition, with four abstentions, the Iron and Steel Committee requested the Governing Body:

(a) to secure the full and speedy implementation of its decision reached at its 174th Session regarding the stepping up and diversification of ILO industrial activities and to continue its action in this direction, more particularly by increasing the frequency of Industrial Committee sessions;

(b) to undertake all efforts to convene the Ninth Session of the Iron and Steel Committee with the shortest possible delay.

18. In the document submitted to the Committee on Industrial Committees the Director-General stated that he intended to bear in mind the wishes expressed in resolutions Nos. 67, 68, 69 and 70 when drawing up the draft ILO long-term plan for 1972-77, which was to be submitted to the Governing Body for consideration at its May-June 1970 Session. This long-term plan would include proposals for action in respect of individual industries in accordance with the decision taken by the Governing Body in March 1969 to establish a comprehensive programme for industrial activities.

19. On behalf of the Worker members, Mr. Faupl expressed gratification at the Director-General's declared intention to bear in mind the wishes of the Iron and Steel Committee, as reflected in these resolutions, when drawing up the draft ILO long-term plan for 1972-77. However, he had serious reservations about such indications of Office action as were given in the document now before the Committee on Industrial Committees. At the time when the structure of the Office had been reorganised, the Governing Body had been assured that there would be more effective follow-up action on the conclusions and resolutions adopted by Industrial Committees; but the steps mentioned in the document were very disappointing in this respect. In most cases, the Director-General had not given a definite reply to the requests made by the Iron and Steel Committee, which after all reflected the agreed views of competent people from the industry. For instance, it was mentioned that a general study on shift work was being carried out in the framework of the World Employment Programme. This was neither the immediate action requested by the Committee nor did it meet the specific needs of the iron and steel industry. The absence of appropriate action was even more obvious in the case of resolution No. 68 requesting information and statistics regarding the effects of technical changes; these were quite different from data and information collected already. There were indications about such action as was mentioned in the Office document as being the subject of action taken in response to the resolution. Moreover, this was not the first case of a disappointing response from the Office: for example nothing had been done with regard to a request concerning safety in shipbuilding which had been made many years ago by the Metal Trades Committee. The Worker members did not intend to press the issue at the present session of the Governing Body, but when the draft ILO long-term plan was submitted for consideration, they would adopt a highly critical attitude to the proposals to be made under the programme for industrial activities in order to ensure that the requests made by the various Industrial Committees were fully taken into account.

20. Mr. Faupl, supported by Mr. Beermann, regretted that the resources allocated to the industrial activities of the Office had not allowed for sufficient staff with specialised knowledge of individual industries. Reports prepared for Industrial Committee sessions tended to be based on general data and literature of a theoretical nature; hence they did not adequately reflect the real situation in the industries concerned. Mr. Beermann urged firstly that the officials responsible for drafting the reports should be industrial specialists and secondly that they should be enabled to keep their expertise up to date by direct contacts with the industries concerned.

21. Mr. Tata, on behalf of the Employer members, said that he did not share the Worker members' feelings of disappointment over the action taken by the Office with regard to Industrial Committee resolutions. He considered that some of these
resolutions dealt with subjects of a global nature, which fell within the competence of the General Conference rather than that of Industrial Committees. In such cases the Office could hardly be expected to take action specifically related to a particular industry.

22. The Committee on Industrial Committees recommends the Governing Body to request the Director-General to bear in mind the wishes expressed by the Iron and Steel Committee in resolutions Nos. 67, 68, 69 and 70 when drawing up the draft ILO long-term plan for 1972-77.

Agenda of the Ninth Session of the Iron and Steel Committee

23. In resolution No. 71, which was adopted unanimously, the Iron and Steel Committee invited the Governing Body to consider the following subjects when deciding on the agenda of the Ninth Session of the Committee:

1. Concentration and rationalisation in the iron and steel industry and their social effects on employment and working conditions, also with regard to jobs, working conditions, the composition of the work force and the organisation of work in the plants.

2. Effects of modern steel works processes on the safety, health and community life of the workers.

3. Procedures of conciliation, mediation and arbitration in labour disputes in the iron and steel industry.

4. Action to be taken to ensure the optimum utilisation of human resources in the iron and steel industry, with reference both to the best use of the existing skills and abilities of employees and to the development of their full potential.

24. The Committee on Industrial Committees deferred to a later session of the Governing Body the examination of the proposals of the Iron and Steel Committee concerning the agenda of its Ninth Session.

II. TRIPARTITE TECHNICAL MEETING FOR THE LEATHER AND FOOTWEAR INDUSTRY: EFFECT TO BE GIVEN TO THE CONCLUSIONS AND RESOLUTIONS OF THE MEETING

25. The Committee had before it the note on the proceedings of the Tripartite Technical Meeting for the Leather and Footwear Industry, which was held in Geneva from 13-23 October 1969 under the chairmanship of Mr. R. Purpura (Italy), and the Director-General's proposals concerning the effect to be given to the conclusions and the resolutions of the Meeting.

General Discussion

26. Mr. Purpura reported that, thanks to the spirit of co-operation which had prevailed, the Meeting had been able to achieve good results and to complete its work expeditiously. A special sitting which had been arranged for a discussion of the ILO technical co-operation activities in the leather and footwear industry had been of particular interest. The conclusions of the Meeting on the two subjects on its agenda — namely the effects of technological developments on the occupational structure and level of employment, and conditions of employment and related problems in the leather and footwear industry — had been adopted without any opposition. The Meeting had also adopted five resolutions. In conclusion, Mr. Purpura expressed the view that the work of the Meeting had been extremely useful.
27. Mr. Faupl, on behalf of the Worker members, fully supported the conclusions and resolutions of the Meeting and expressed the hope that they would be effectively implemented both by the Office and in the various countries.

28. Mr. Tata, on behalf of the Employer members, associated himself with the views expressed by Mr. Faupl and supported the proposals made by the Director-General.

Texts Adopted at the Tripartite Technical Meeting for the Leather and Footwear Industry

29. The Meeting adopted the following reports, conclusions and resolutions:

(i) report of the Subcommittee on the Effects of Technological Developments on the Occupational Structure and Level of Employment in the Leather and Footwear Industry, and conclusions (No. 1) on the same subject;

(ii) report of the Subcommittee on Conditions of Employment and Related Problems in the Leather and Footwear Industry, with Particular Reference to Countries in the Course of Industrialisation, and conclusions (No. 2) on the same subject;

(iii) resolution (No. 3) concerning future activities of the ILO in the field of the leather and footwear industry;

(iv) resolution (No. 4) concerning protection against hazards arising from benzene and other chemical compounds in the leather and footwear industry;

(v) resolution (No. 5) concerning freedom of association in the leather and footwear industry;

(vi) resolution (No. 6) concerning fluctuations in production, sales and distribution in the leather and footwear industry and their social consequences;

(vii) resolution (No. 7) concerning the use of the Spanish language for meetings on the leather and footwear industry.

30. 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 Tripartite Technical Meeting for the Leather and Footwear Industry, drawing their special attention to the report and conclusions (No. 1) concerning the effects of technological developments on the occupational structure and level of employment in the leather and footwear industry, and to the report and conclusions (No. 2) concerning conditions of employment and related problems in the leather and footwear industry, with particular reference to countries in the course of industrialisation, 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.

Resolutions Adopted by the Meeting

Future Activities of the ILO in the Field of the Leather and Footwear Industry

31. The Meeting adopted, by 116 votes in favour, none against, with 2 abstentions, a resolution (No. 3) concerning future activities of the ILO in the field of the leather and footwear industry. Paragraphs (1) and (2) of the operative part of this resolution invited the Governing Body to secure the full and speedy implementation of its decision reached at its 174th Session as regards the stepping up and the diversification of the ILO's industrial activities and to consider, when deciding on the future activities of the ILO, the convening of a second Tripartite Technical Meeting for the Leather and Footwear Industry as soon as possible. In paragraph (3) a number of subjects were suggested for
consideration when determining the agenda of a future meeting for the leather and footwear industry. Finally, in paragraph (4) of the resolution, the Meeting requested the Director-General to elaborate a consistent programme of activities relating to the leather and footwear industry and to include in such a programme appropriate measures such as the study of problems of occupational health, and the collection and distribution, on a continuing basis and in co-operation with all concerned, of economic, technical and social information regarding the leather and footwear industry.

Study on the Problems Involved in the Use of Toxic Adhesives, Solvents and Gases in the Leather and Footwear Industry

32. Apart from resolution No. 3, two other resolutions adopted by the Meeting suggested studies to be undertaken by the Office. Thus, in paragraph (2)(c) of the operative part of resolution No. 4, which was adopted unanimously, the Governing Body was invited to envisage the carrying out, in co-operation with all parties concerned, of a thorough study by the ILO on the problems involved in the use of toxic adhesives, solvents and gases in the footwear and leather goods industry. In the document before the Committee on Industrial Committees the Director-General pointed out that the Office was preparing a report containing a study of the problems associated with the use of benzene in the various industrial sectors as a basis for the discussion at the 1971 session of the General Conference on the question of protection against hazards arising from benzene. The Director-General proposed to examine the possibility of undertaking further studies to deal with other chemical compounds used in the leather and footwear industry when drawing up the long-term programme of ILO activities.

Fluctuations in Production, Sales and Distribution in the Leather and Footwear Industry and Their Social Consequences

33. Resolution No. 6, which was adopted unanimously, invited the Governing Body to request the Director-General to undertake a study, in consultation with all interested parties within the industry, investigating all the factors causing significant fluctuations in production, sales and distribution in the leather and footwear industry and their social consequences and making proposals on possible steps to remedy this situation.

34. The Director-General proposed to bear in mind the suggestions made by the Meeting in resolutions Nos. 3, 4 and 6 when drawing up a long-term programme for the ILO covering the 1972-77 period. The long-term programme would include proposals for action in respect of individual industries, including the leather and footwear industry.

35. The Committee on Industrial Committees recommends the Governing Body to request the Director-General to bear in mind the wishes expressed by the Tripartite Technical Meeting for the Leather and Footwear Industry in resolution No. 3, in paragraph (2)(c) of resolution No. 4, and in resolution No. 6, when drawing up the ILO draft long-term programme for industrial activities for 1972-77.

Protection against Hazards arising from Benzene and Other Chemical Compounds in the Leather and Footwear Industry

36. In paragraph (1) of resolution No. 4, the Meeting recommended the establishment of committees composed of all the parties concerned, including employers' and workers' organisations, to ensure immediate action for fully safeguarding the health of the workers. In paragraph (2)(a) and (b) of the same resolution, the Governing Body was invited to communicate this recommendation to governments, and through them to the employers' and workers' organisations concerned, and to urge them to take without delay all appropriate action with a view to protecting workers employed in the leather and footwear industry against hazards arising from benzene, other chemical compounds and gases.
37. The Committee on Industrial Committees recommends the Governing Body to authorise the Director-General to inform the governments of the ILO member States, and through them the employers' and workers' organisations concerned, of the views expressed by the Tripartite Technical Meeting for the Leather and Footwear Industry in paragraphs 1, (2)(a) and (2)(b) of resolution No. 4.

Freedom of Association in the Leather and Footwear Industry

38. In resolution No. 5, which was adopted without opposition and with one abstention, the Meeting requested the Governing Body to instruct the Director-General: (a) to continue to make every possible effort to secure the full implementation of the standards and principles of the International Labour Organisation dealing with freedom of association and collective bargaining in the leather and footwear industry throughout the world; (b) to urge the governments to ratify and implement Conventions Nos. 87 and 98 and to request the employers' and workers' organisations concerned to denounce all cases of violation; and (c) to support the appeal made by the General Conference of the ILO to all member States to announce and effectively grant a general amnesty, pardon or their effective equivalent to all trade union members under arrest or sentenced because of legitimate trade union activities, in accordance with the principles and standards of the ILO.

39. In regard to paragraph (a) of the above-mentioned resolution, the Director-General stated in the document before the Committee that the ILO continued to make every possible effort to secure the observance and application of the principles and guarantees of freedom of association, and he indicated the measures taken by the ILO in the matter. A brief summary of these measures is given in paragraph 10 of the present report.

40. The Committee on Industrial Committees recommends the Governing Body to authorise the Director-General to inform:

(i) the governments of the ILO member States, and through them the employers' and workers' organisations concerned, of the views expressed by the Tripartite Technical Meeting for the Leather and Footwear Industry in paragraph (b) of resolution No. 5; and

(ii) the governments of the ILO member States of the views expressed in paragraph (c) of resolution No. 5.

Use of the Spanish Language

41. Resolution No. 7, which was adopted unanimously, invited the Governing Body to ensure that all the reports for and documents of future meetings organised by the ILO for the leather and footwear industry are published in Spanish.

42. It will be recalled that the question of the provision of fuller language facilities at sessions of Industrial and analogous Committees had been before the Committee on Industrial Committees at the 173rd Session of the Governing Body. The Committee had at that time decided to postpone its consideration.

43. The Government member from the USSR pointed out that considerable time had elapsed since the matter had been before the Committee on Industrial Committees. A new request had now been made on this question and it seemed necessary for the Committee to deal with this matter at the earliest opportunity. There was a need to improve the Russian language facilities. It was difficult for specialists from his country who attended Industrial Committee-type meetings to follow their work on the basis of the existing restricted facilities now provided by the Office. He hoped, therefore, that this question would be examined without waiting for similar resolutions from other Industrial Committees.

44. The Committee on Industrial Committees agreed to take into account the wishes expressed by the Tripartite Technical Meeting for the Leather and Footwear Industry when making its recommendations to the Governing Body in regard to the provision of fuller language facilities at sessions of Industrial and analogous Committees.

H. Knolle, Chairman.
APPENDIX XI

Eleventh Item on the Agenda

REPORT OF THE FIFTIETH ANNIVERSARY COMMITTEE

1. The Fiftieth Anniversary Committee met on 24 February 1970 under the chairmanship of Mr. Waline, in the absence of the Chairman, Mr. Parodi, to consider the final report on fiftieth anniversary activities submitted by the Director-General. This comprehensive review summarised the reports received by the Office from member States as of 28 January 1970, and included an appendix giving a subject breakdown of activities country by country, and an appendix containing a detailed bibliography of the ILO fiftieth anniversary. The Committee also had before it copies of a special fiftieth anniversary commemorative issue of "Union", the ILO Staff Union bulletin, which contained a number of articles of reminiscences by past and present officials.

2. In an introductory statement, the Fiftieth Anniversary Co-ordinator told the Committee that final reports from member States were still coming in. The report was therefore necessarily incomplete; in addition, apologies were due to governments and employers' and workers' organisations for the inevitable omissions and oversights in a report of that nature, which had such a wealth of events to cover throughout the world and could not hope to do justice to them within the compass of a committee document. The Committee could, however, be assured that a complete permanent record of the anniversary activities would be preserved.

3. The anniversary year had turned out to be an international event of considerable significance. During 1969 even those never associated with the ILO had been brought to realise its importance by such events as the visit of Pope Paul VI and the award of the Nobel Peace Prize. The course of the celebrations had shown that the ILO could command much goodwill throughout the world. Much of the success of the celebrations was attributable to the dedication of the members of the Committee and the willingness of members of the Governing Body to ensure that suitable celebrations were arranged. The budget for the anniversary year had been very modest but the very fact of placing the onus of organising and financing suitable functions on the ILO's constituents themselves had gone far

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1 See third sitting.

2 The completed version of the final report on fiftieth anniversary activities will be found in the Official Bulletin (Geneva, ILO), Vol. LIII, 1970, No. 4, Supplement II.
to make them meaningful. States had seized the occasion for a critical and constructive assessment of the ILO's activities and achievements from their own viewpoints. As a result the anniversary had not been a series of formal ceremonial exercises and predictable receptions, but had become a popular celebration, penetrating sectors of the community which the ILO had never previously reached. The trade unions and employers' organisations had lent a distinctive and unique character to the various functions of the anniversary year.

4. While some of the events were small, and others were of such proportions that they had held international and national public opinion focused on the ILO for some time, all had contributed worthily to the standing of the ILO and the public esteem it enjoyed. Clearly there were lessons and conclusions to be drawn from an enterprise of this magnitude and from the institutions and machinery set up to organise it, and the Director-General would give careful thought to turning the relevant experience to account for the ILO's future work. Lastly, the Fiftieth Anniversary Co-ordinator expressed thanks to his immediate staff and paid tribute to the unfailing support given him by his colleagues in the ILO.

5. The Chairman thanked the Fiftieth Anniversary Co-ordinator and associated the Committee with the gratitude expressed to all who had served the Committee and the anniversary celebrations. The bulletin of the Staff Union threw interesting light on the early days of the Office and was a useful contribution to the history of the ILO. He noted also that a number of television films and features had been prepared on the anniversary and its main theme, the World Employment Programme, and hoped means would be found of projecting a selection of these films at the forthcoming general session of the Conference.

6. In the general discussion Mr. Mori said the anniversary added up to a remarkable record of achievement which honoured governments, trade unions and employers' organisations. It was particularly gratifying to see in what consideration was held an organisation functioning on behalf of the workers and of social progress throughout the world, and also to see the very large part which workers' organisations had taken in the over-all endeavour. In the bibliography, for instance, out of a total of 550 entries, 180 related to the workers. The award of the Nobel Peace Prize, while primarily a decision of the Norwegian Parliament, was no doubt much influenced by the combined representations of Norwegian employers and workers, who had given a remarkable demonstration of tripartite accord in a socially advanced country. The Worker members of the Committee wished to associate themselves with the thanks to Mr. Kaplansky for his dynamic efforts of promotion, stimulation and co-ordination throughout the world. The anniversary was not an end but a beginning (as was shown by the World Employment Programme) and was but a step towards achieving one of the ILO's basic constitutional objectives: peace through social justice.

7. Confessing to a measure of scepticism when the Committee was first set up, Mr. Tata said the results had exceeded all expectations. The ILO had previously been the specialised agency least known to the public; the anniversary exercises had brought it to the forefront of public interest and appreciation. Several countries, and notably his own, had risen admirably to the occasion in organising anniversary celebrations.

8. Mr. Abid Ali stated that the celebrations had had two aims - to tell the people what the ILO stood for and above all to let them know what it was trying to do in the future. The ILO now had to live up to the heightened public expectations of its work, and he hoped that all those responsible for the ILO's activities would be alive to their increased responsibilities in this regard.

9. Mr. Fogam, referring to that part of the report recording additional ratifications of Conventions, regretted that it unfortunately did not reflect much improvement in ratifications on the African Continent.

10. The Chairman said that there would be no further meetings of the Committee. He commended it on having done good work, and expressed the hope that what had been sown during the anniversary year would bring forth good fruit in the years to come.

Pierre Waline,
Chairman.
APPENDIX XII

Twelfth Item on the Agenda

ACTIVITIES OF THE INTERNATIONAL OCCUPATIONAL
SAFETY AND HEALTH INFORMATION CENTRE (CIS)
FROM 1 JANUARY TO 31 DECEMBER 1969

Introduction

1. The present report on the activities of the CIS - the tenth - covers the 1969 financial year. At its 177th Session (Geneva, November 1969) the Governing Body approved the income and expenditure estimates of the CIS for the 1970-71 biennium.

2. The Financial and Administrative Committee of the Governing Body has before it at the present session an in-depth review of the occupational safety and health programme of the Office. In the section on the CIS the review gives a critical analysis of the work carried out and the progress achieved by the CIS to date. The following report on CIS activities in 1969 is therefore confined to basic information.

National Centres and CIS Headquarters

3. The number of CIS national centres has fallen from thirty-three to thirty-two, since for the time being the CIS has had to forgo the collaboration of the Tunisian Safety Association.

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1 See fifth sitting.

2 For the previous report, which related to the year 1968, see Minutes of the 175th Session of the Governing Body, Appendix XVIII, fifth supplementary report, pp. 77-79.

3 See Minutes of the 177th Session of the Governing Body, seventh sitting, p. 42; and Confidential Appendices, Appendix XI, first report, paras. 69-76, and Annex A.
4. An idea of the contributions made by the various countries in the form of abstracts will be gained from the following figures, which indicate the number of abstracts sent to the CIS in 1969, with corresponding figures for 1968 shown in brackets: United Kingdom, 347 (523); USSR, 261 (28); Federal Republic of Germany, 243 (296); France, 223 (183); Czechoslovakia, 185 (299); Italy, 104 (139); Netherlands, 65 (48); Poland, 59 (55); Australia, 49 (60); Switzerland, 49 (59); Bulgaria, 47 (19); Austria, 33 (13); Rumania, 26 (16); United States, 16 (16); Spain, 15 (11); Sweden, 13 (25); Yugoslavia, 13 (19); etc. CIS headquarters produced 909 abstracts in 1969 (517 in 1968).

5. The number of abstracts sent to Geneva is not, of course, the sole criterion of the usefulness of this programme. Account must also be taken of the quality of the research and analysis carried out by national centres, which varies widely. The above figures nevertheless show that on the whole the centres have continued to make a large contribution and that CIS headquarters have greatly increased their efforts to fill the most glaring gaps.

6. In order to stimulate more active participation by some of the national centres, liaison missions were carried out in 1969 in Canada, Czechoslovakia, Poland, the USSR and the United States. Current problems were thoroughly examined with national authorities in the hope of finding solutions. In some cases the problems were solved; in others the national centres blamed the decline in the extent of their participation on chronic lack of funds.

7. In addition to these liaison missions, which also afforded an opportunity for the CIS to hold discussions with its users either individually or in groups, several persons responsible for CIS questions in their country visited Geneva in 1969. Technicians and specialists in documentation from the national centres of Bulgaria, Czechoslovakia, the Federal Republic of Germany, the USSR and the United States spent study periods ranging from three days to two weeks at CIS headquarters, which were of great value to both sides.

8. The Eleventh Annual Meeting of CIS National Centres was held at ILO headquarters on 9 and 10 July 1969. The thirty-two participants included representatives of the national centres in Australia, Belgium, Bulgaria, Czechoslovakia, France, the Federal Republic of Germany, Ireland, Italy, Netherlands, Poland, Rumania, Spain, Sweden, Switzerland, USSR, United Kingdom and Yugoslavia and representatives of international organisations which support the CIS (the World Health Organisation and the Commission of the European Communities).

9. This meeting, which marked the tenth anniversary of the creation of the CIS, also afforded an opportunity for defining its goals and stressing the role of national centres. The representative of the Swiss National Centre proposed setting up a special tenth anniversary fund with contributions from the national centres to enable the CIS to develop, among other things, its information sheet programme.

**ILO Contribution**

10. The ILO's contribution in kind to the CIS in 1969 amounted to $146,700 ($137,200 in 1968); this represents the cost of the staff and services made available to the CIS by the Office, e.g. salaries, allowances and related costs; co-operation of the administrative and financial services of the Office; and premises, heating, lighting, maintenance, etc. This contribution in kind was supplemented in 1969, as in previous years, by a cash contribution of $50,000. The aggregate ILO contribution for 1969 thus made up about 65 per cent of the total resources of the CIS (60 per cent in 1968).

1 These abstracts are accompanied by copies of the relevant publications.
Support of International Organisations

11. The Commission of the European Communities, following their merger, decided to increase from $12,000 to $18,000 the amount of the annual grant hitherto made by the European Coal and Steel Community. The World Health Organisation made a contribution of $4,000 in 1969, consisting of $3,000 in cash and $1,000 in the form of subscriptions made available by WHO to developing countries.

CIS Services

12. In 1969 the CIS received or prepared 2,608 abstracts (2,597 in 1968) and published 1,980 abstract cards (2,172) in English, French and German, bringing the total number of cards published since the CIS was set up in 1960 to 20,683. A similar service has been provided in Italian since 1960 by the Italian National Accident Prevention Institute (ENPI), the CIS national centre for Italy. Under an agreement concluded in 1969 with the Central Council of Trade Unions of the USSR, which runs the CIS national centre in that country, a Russian edition has just been published.

13. The Occupational Safety and Health Abstracts bulletin continued to appear each month in English and French and has appeared since January 1969 also in German. Although the German edition has not yet attained the circulation expected in the German-speaking countries, any final judgment on this question would be premature. In accordance with an agreement concluded in 1962 with the French National Research and Safety Institute - the CIS national centre for France - 4,500 copies of the bulletin are distributed in France under the joint sponsorship of the CIS and the Institute. In addition, the Rumanian Ministry of Labour - the CIS national centre for Rumania - has since 1967 been publishing a Rumanian edition of the bulletin.

14. In March-April 1969 the CIS published the ninth edition of its Alphabetical Chain Index, a cumulative alphabetical index covering all the subjects dealt with by the CIS in its first-103 card series (January 1960-December 1968), complete with synonyms and other useful cross-references. Three supplements to the Index, which is published in three languages, appeared in 1969.

15. Two Information Sheets were published in 1969. One, entitled "Asbestos Cement Roofs", is a comparative study prepared by the CIS on the basis of its documentation and designed to encourage general adoption of preventive measures for the protection of workers on these comparatively fragile surfaces. The other, entitled "Fifty Years of International Collaboration in Occupational Safety and Health", is an account of the contribution made by the ILO since 1919 to the campaign against occupational hazards.1

16. Two CIS Bibliographies were published in 1969, on "Hazards of Laser Beams" and "Occupational Hazards in the Construction Industry".

17. Following studies begun in 1967, in April 1969 the CIS embarked, with the participation of several national centres, on the vast task of transferring its most recent documentation to microcards. These microcards2 were produced by the

1 An abridged version of this study was published in the January 1969 number of the International Labour Review.

2 These are micro-reproductions on a transparent base of documents abstracted and distributed by the CIS, amounting to nearly 2,000 a year. Each CIS microcard, measuring 10 x 15 cm, can take 32 standard sheets reduced in the ratio of 1 to 13, in addition to references for identification of the document, which are visible to the naked eye.
Photographic Service of the National Scientific Research Centre in Paris. The originals are stored in Geneva, where they make up CIS archives. Copies are regularly sent to institutions which have concluded an agreement with the CIS for the purpose (the national centres of Australia, Czechoslovakia, France, Italy and the USSR and the Commission of the European Communities in Luxembourg).

18. The CIS microcards give these institutions immediate access to the most representative information from all over the world and enable them to meet, without delay, requests for documents and information from CIS users in their country. The transfer of information to microcards has led to a marked increase in storage space for both the CIS and these institutions, and indeed the CIS is considering transferring to microcards the most important documents of the years 1960 to 1968 as soon as its resources allow.

19. Since the beginning of the microcard programme, the number of requests for photostats and microfilms addressed directly to the CIS has fallen slightly. This fall will continue as more and more institutions acquire a larger collection of CIS microcards.

Other Activities

20. The CIS was represented at the International Congress on Occupational Safety and Health which met in Geneva in June and July 1969 in connection with the ILO's fiftieth anniversary. Its participation gave it an opportunity for bringing its existence and publications to the knowledge of a much larger number of countries and people.

21. The CIS also took an active part in the preparatory work and discussions of the First International Symposium on the Occupational Safety and Health Press, held in Geneva on 7 and 8 July 1969 and attended by some eighty representatives of editors and readers of reviews concerning prevention from twenty-one countries.

22. Two surveys were prepared for the symposium, which was organised jointly by the ILO and ISSA with the collaboration of the CIS and the French National Research and Safety Institute. One of these was prepared by the CIS on the basis of some 650 replies to a detailed questionnaire sent to subscribers in 72 countries.

23. The symposium afforded an opportunity for an exchange of views between the producers and the users of information. It adopted a number of specific requests to the effect that the presentation of reviews should be made uniform, the quality of articles improved and communications between readers, editors and authors increased. It clearly emerged from the discussions and from the preliminary surveys that those responsible for prevention, upon whom many demands are made, are anxious to receive full and specific information adapted to their real needs and taking fuller account of their practical opportunities for research.

Subscriptions

24. The marked increase observed in 1968 in the number of subscribers to the English, French and German editions of the CIS did not continue in 1969. The number of subscribers remained unchanged at 1,350 on 31 December 1969.

25. The total number of direct recipients of information from the CIS has nevertheless greatly increased. The 4,500 recipients of the abstracts bulletin distributed in France by the French national centre, the 1,500 subscribers to the Italian edition, the 2,000 recipients of the Rumanian edition and the 6,000 recipients of the Russian edition bring the total number of recipients of the six language editions of the CIS to about 15,300.

26. The following figures, with the corresponding data for 1968 shown in brackets, illustrate the geographical distribution of the 1,350 subscriptions serviced directly from Geneva on 31 December 1969: France, 157 (177); Federal Republic of Germany, 153 (139); United Kingdom, 103 (110); United States, 99 (93); Belgium, 75 (58); Netherlands, 73 (72); Australia, 61 (57); Spain, 54 (50);
27. For reasons not yet understood the number of subscriptions not renewed in 1969 greatly exceeded the figures for the years 1965 to 1968. In 1969 it stood at 204, as against only 115 in 1968, 133 in 1967, 150 in 1966, 189 in 1965, 216 in 1964 and 289 in 1963. This trend shows, though proof is hardly necessary, how vital it is for the CIS to prospect continually for new subscribers and, above all, to develop its most popular services, such as the Information Sheets.

28. At the end of 1969 the number of subscribers to each of the services available was as follows, the 1968 figures being shown in brackets: "full" subscriptions (cards and bulletin), 989 (1,011); "bulletin" subscriptions, 330 (308); "extra bulletin" subscriptions, 31 (31). The breakdown of subscriptions by CIS working language was as follows: English edition, 715 (714); French edition, 370 (399); and German edition, 265 (237).

Financial Situation

29. On 30 November 1969¹ the annual extra-budgetary income of the CIS (from subscriptions, outside grants, etc.) amounted to about $175,500, including about $70,500 in subscriptions (the 1969 estimates had amounted to $69,612). Despite salary and price increases extra-budgetary expenditure - estimated at about $153,000 - can be held at about $155,000 through extremely cautious financial management.

30. The breakdown of CIS income and expenditure in 1969 and 1970-71 is apparent from the CIS budget estimates for the 1970-71 biennium, as approved by the Governing Body at its 177th Session.

Publicity

31. In 1969 the CIS was able to devote only a small percentage of its resources to publicity. Campaigns are often fairly expensive; moreover, headquarters staff had to be assigned in 1969 to the preparation of a much greater number of abstracts (see paragraph 4 above) because of the deficiencies of several important national centres. It is to be hoped that special efforts can be made early in 1970 to launch limited and oriented publicity campaigns, the only kind the CIS can at present afford.

Conclusions

32. The worst difficulties of the CIS at present are due to lack of financial resources, which in turn limits staff resources. These difficulties need not be set out again in this report since they were explained in detail in the in-depth review submitted by the Director-General to the Financial and Administrative Committee at the present session.

33. Recent rationalisation of CIS activities and staff efforts to improve productivity have so far made it possible largely to keep up the rate of supply of the various services. Further substantial increases in productivity cannot, however, be expected without an increase in the budget. The CIS can meet the growing number of requests for its assistance only if it finds new outlets and obtains more resources.

¹ The final figures for the 1969 financial year were not available at the time of preparation of this report.
Thirteenth Item on the Agenda

DRAFT CODE OF PRACTICE ON OCCUPATIONAL SAFETY AND HEALTH IN BUILDING AND CIVIL ENGINEERING

[At its fourth sitting the Governing Body decided, without discussion, to postpone consideration of the paper relating to this item until its 180th (May-June 1970) Session. The paper is accordingly not reproduced here.]

Fourteenth Item on the Agenda

AMENDMENT OF RULE 15 OF THE MODEL CODE OF SAFETY REGULATIONS FOR INDUSTRIAL ESTABLISHMENTS FOR THE GUIDANCE OF GOVERNMENTS AND INDUSTRY (1949) - RULE 15: CONSTRUCTION AND INSTALLATION OF ELECTRIC PASSENGER, GOODS AND SERVICE LIFTS

[At its fourth sitting the Governing Body decided, without discussion, to postpone consideration of the paper relating to this item until its 180th (May-June 1970) Session. The paper is accordingly not reproduced here.]
APPENDIX XV

Fifteenth Item on the Agenda

REPORT ON THE TECHNICAL GOVERNMENTAL CONFERENCE ON RHINE BOATMEN
(Geneva, 8-13 December 1969)

1. The Governing Body was to have considered at the present session the report on the Technical Governmental Conference on Rhine Boatmen, which was held in Geneva from 8 to 13 December 1969 at the International Labour Office under the auspices of the International Labour Organisation and the Central Commission for Rhine Navigation.

2. The Conference unanimously adopted its report and the Additional Protocol to the Agreement concerning the Conditions of Employment of Rhine Boatmen concluded in Geneva on 21 May 1954 and revised in Geneva on 23 May 1963. However, as regards one of the matters dealt with in the Additional Protocol — viz. the designation of the courts which should have jurisdiction in respect of contraventions of the provisions of the Agreement — the Conference requested two of the participating States — the Federal Republic of Germany and the Netherlands — to consult further together and to inform the Officers of the Conference of the outcome so that they could take appropriate steps before 1 May 1970. The report of the Conference will accordingly be submitted to the Governing Body at its session to be held in May-June 1970.

1 See fourth sitting.
APPENDIX XVI

Sixteenth Item on the Agenda

COMPOSITION AND AGENDA OF COMMITTEES
AND OF VARIOUS MEETINGS

First Paper

Composition of Standing Bodies

African Advisory Committee

1. At its 177th Session the Governing Body postponed to the present session a decision concerning the appointment of two Worker members from countries entitled to attend the African Regional Conference to complete the membership of the Committee.  

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.

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1 See fourth and seventh sittings.

Joint Committee on the Public Service

3. The Director-General has been informed that Mr. Rudolf Pacovsky (Czechoslovakia), who was appointed to the Committee by the Governing Body at its 174th Session (March 1969), now holds a position incompatible with membership of the Committee.

4. After consultation with the Workers' group of the Governing Body, it is proposed that, to replace Mr. Pacovsky, the following person be appointed as a member of the Joint Committee on the Public Service:

   Mr. Jaroslav HRDLIČKA (Czechoslovakia), Chairman, Federation of State Services Workers.

* * *

Committee of Social Security Experts

5. At its 174th Session (March 1969) the Governing Body fixed the composition of the Committee¹ and at its 177th Session (November 1969) it appointed a number of experts to the Committee.²

6. Consultations regarding the remaining experts are proceeding and the Director-General hopes to submit nominations to the Governing Body at its 179th Session.

* * *

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

7. The Director-General has been informed that Mr. Max Tille (Federal Republic of Germany), who was appointed to the Panel by the Governing Body at its 174th Session (March 1969), has since ceased to hold a position justifying his continued membership.

8. After consultation with the Workers' group of the Governing Body, it is proposed that, to replace Mr. Tille, the following person be appointed as a member of the Panel for a period expiring at the same time as the terms of office of the remaining consultants, i.e. in March 1971:

   Mr. Erwin KASTLEINER (Federal Republic of Germany), Chief of Social Policy Section, Construction Workers' Union (IG Bau-Steine-Erden).

* * *


² See Minutes of the 177th Session of the Governing Body, eighth sitting, pp. 45-46, and Appendix XIX, first paper, paras. 5-8, pp. 115-116.
Panel of Consultants on Co-operation

9. Mr. A.C. Bandyopadhyay (India), who was appointed to the Panel by the Governing Body at its 170th Session (November 1967), has since ceased to hold a position justifying his continued membership.

10. In order to replace Mr. Bandyopadhyay, the Governing Body is invited to appoint the following person as a member of the Panel for a period expiring in June 1971:

Mr. M. SUBRAMANYAM (India), Joint Secretary, Department of Co-operation, Ministry of Food, Agriculture, Community Development and Co-operation.

Second Paper

Composition of the Committee of Social Security Experts

1. The Governing Body was informed in an earlier paper that the Director-General hoped to submit at the 179th Session nominations for the experts needed to complete the membership of the Committee.

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

Experts Nominated after Consultation with Governments

Experts on Social Security in General

Mr. E.P. GWERA (Tanzania), Acting Director, Social Security Division, Ministry of Transport and Labour.

Mr. M. IDRI (Algeria), Director, Social Security Fund of Constantine.

Mr. L. PAUL (Trinidad and Tobago), Director of Pensions and National Insurance, Ministry of Finance.

Mr. T.C. PURI (India), Director-General, Employees' State Insurance Corporation.

Experts on Actuarial Questions

Mr. J.A. ANDRADE (Mexico), Chief, Actuarial Department, Mexican Social Security Institute.

Mr. A. COPPINI (Italy), President, National Sickness Insurance Institute.

Mr. V. KALIVODA (Czechoslovakia), Deputy Director, Social Security Research Institute.

Mr. M.V. SOHONIE (India), Director (Personnel), Life Insurance Corporation, Bombay.
Experts Nominated after Consultation with the Employers' Group of the Governing Body

Dr. N.S. Wagner BATTENDIERI (Brazil), Legal Adviser to the National Confederation of Industry and the Federation of Industry of the State of São Paulo.

Mr. J. CAMPILLO SANZ (Mexico), Director of the Monterrey Foundries, responsible for legal, economic and social questions; Employer representative on the Technical Board of the Mexican Social Security Institute.

Substitute

Dr. A. TERRA (Uruguay), Doctor of Hygiene; Industrialist; member of the Central Family Allowances Board; member of the Uruguayan Chamber of Industry.

Mr. A.J. ETUKUDO (Nigeria), Secretary, Nigeria Bankers' (Employers') Association.

Substitute

Mr. J.S. VISANA (Uganda), Employer member of the Uganda Industrial Court; member of the Council of the Federation of Uganda Employers.

Mr. R.S. LANE (United States), Counsel, Mobil Oil Corporation.

Mr. M. NASR (Lebanon), Executive Secretary of the Association of Lebanese Industrialists; member of the ILO Governing Body.

Substitute

Mr. K. TANNO (Japan), Deputy Director, International Division, Japan Federation of Employers' Associations.

Mr. J. PAULY (Luxembourg), Head of the Social and Administrative Division of the ARBED (United Steel Corporation of Burbach-Eich-Dudelange).

Substitute

Mr. H. van BRUSSEL (Netherlands), Expert on Social Security Questions, Confederation of Netherlands Employers.

Mr. D. RICHMOND (Kenya), Member of the Advisory Council of the Kenya National Security Fund; Executive Officer of the Federation of Kenya Employers.

Substitute

Mr. J.S. VISANA (Uganda), Employer member of the Uganda Industrial Court; member of the Council of the Federation of Uganda Employers.

Mr. W. TUTSCHKA (Austria), Director, Social Policy, Federation of Austrian Industrialists.
Substitutes

Mr. P. ARETS (Belgium), Deputy Director, Federation of Belgian Industries.

Mr. R. BELLACCI (Italy), Chief of the Social Insurance Division, General Confederation of Italian Industry.

Mrs. G. SEEUWS (France), Director, Social Security Division, Federation of Metallurgical and Mining Industries.

Substitute

Dr. W. DOETSCH (Federal Republic of Germany), Director, Social Security Division, German Confederation of Employers' Associations.

Mr. S.K. WADHAVAN (India), Secretary, DCM Chemical Works, New Delhi.

Substitute

Mr. K. TANNO (Japan), Deputy Director, International Division, Japan Federation of Employers' Associations.

3. Consultations regarding the experts to be nominated after consultation with the Workers' group of the Governing Body are proceeding and the Director-General hopes to submit the remaining names in due course.

4. The Governing Body is invited to appoint the experts listed in paragraph 2 as members of the Committee of Social Security Experts for a period terminating on 31 December 1973.

Third Paper

Composition of Standing Bodies and Composition and Agenda of Meetings to Be Held in 1970 and 1971

I. STANDING BODIES

Committee of Social Security Experts

1. Proposals for the appointment of experts nominated after consultation with governments and with the Employers' group of the Governing Body as members of the Committee of Social Security Experts have been submitted to the Governing Body in an earlier paper circulated at the present session.

2. The Director-General now submits the following further nominations:

Experts Nominated after Consultation with the Workers' Group of the Governing Body

Mr. H.J. ALDANA (Mexico), Mexican Social Security Institute.
Mr. A. ANDRAS (Canada), Director, Legislative Department, Canadian Labour Congress.

Mr. J. COURCHELLE (France), Confederal Secretary, CFDT.

Mr. C.R. DALE (United Kingdom), Secretary, Social Insurance Department, Trades Union Congress.

Mr. L.R. MAURICIO (Philippines), Assistant General Secretary, Philippine Trade Unions Council.

Mr. R. MELAS (Austria), Director-General, Federation of Social Insurance Institutes.

Mr. A. SCHMIDT (Federal Republic of Germany), Social Policy Division, Executive Board, German Federation of Trade Unions.

Mr. B. SEIDMAN (United States), Director, Department of Social Security, American Federation of Labour and Congress of Industrial Organizations.

Mr. D. SOUMAH (Senegal), Director, West African Retirement Benefits Institute (IPRAO).

3. Consultations regarding the remaining expert to be nominated after consultation with the Workers' group are proceeding and the Director-General hopes to submit a nomination in due course.

4. The Governing Body is invited to appoint the experts named in paragraph 2 as members of the Committee of Social Security Experts for a period terminating on 31 December 1973.

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II. MEETINGS TO BE HELD IN 1970

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

Agenda of the Meeting

5. At its 177th Session the Governing Body decided that the next meeting of the Joint ILO/IMCO Committee on Maritime Safety Training should be held in Geneva from 4 to 8 May 1970 and noted that the Director-General would consult further with the Secretary-General of IMCO with a view to establishing an agreed agenda for submission to the Governing Body at the present session.1

1 See Minutes of the 177th Session of the Governing Body, eighth sitting, p. 47, and Appendix XIX, third paper, paras. 11-15, p. 120.
6. It is now proposed, in agreement with the Secretary-General of IMCO, that the agenda of the meeting be as follows, it being understood that no particular priority is given to the individual items and that it is for the Joint Committee to decide on their priority in the hope that they can all be dealt with in the time available:

1. Fire-fighting appliances and techniques (prevention, detection and extinction).
2. International regulations for preventing collisions at sea.
3. Navigation aids, e.g. buoys, light vessels.
5. Use, care and maintenance of life-saving appliances.
6. Familiarisation with, and ability to implement, procedure for the safety of ships, crew and passengers.
7. The practice of navigation at sea.
8. Adequate knowledge of meteorology and the ability to apply the meteorological information at his disposal.
9. Safe and efficient working practices on board ship.
10. Knowledge of safe handling and stowage of cargoes.
11. General knowledge of the construction of ships and the ability to use the stability data supplied.
12. Use of medical guides and other means on board ship for treating sick and injured persons.
13. Knowledge of the manoeuvring of ships in port and at sea and the safe conduct of ships in bad weather.

7. It is further proposed, in agreement with the Secretary-General of IMCO, that the following suggestions concerning certain aspects of matters which have previously been discussed by the Joint Committee be conveyed to the latter:

(a) that a general statement be inserted in the "Document for Guidance" that no drill mentioned in the syllabuses shall be regarded as having been properly conducted unless it has encompassed subsequent analysis and discussion;

(b) that the "Merchant Ship Search and Rescue Manual" (MERSAR) be included in the curricula for the training of deck officers; and

(c) that the curricula for training of ships' officers include the requirements of the International Convention for the Prevention of Pollution of the Sea by Oil and the shipboard practices in compliance therewith.

8. The Governing Body is invited to approve the agenda of the meeting and the suggestions to be conveyed to the Joint Committee as set out in paragraphs 6 and 7 above.

Composition of the Committee

9. Two of the Shipowners' representatives appointed by the Governing Body at its 173rd Session as ILO representatives on the Joint Committee - Mr. K.J. Lyras (Greece) and Mr. T. Yoshida (Japan) - and a further Shipowners' representative whose appointment as an ILO representative on the Joint Committee was approved by the Officers of the Governing Body in accordance with an authorisation granted to
them by the Governing Body at the same session - Captain J. Ramsay (United States)\(^1\) - are no longer able to serve on the Joint Committee.

10. After consultation with the Employers' group of the Governing Body, it is proposed that, to replace Mr. Lyras, Mr. Yoshida and Captain Ramsay, the following persons be appointed as ILO representatives on the Joint Committee:

- Captain H. IBUKI (Japan).
- Mr. G. MARINET (France), Chief, Marine Section, Central Committee of French Shipowners.
- Mr. W.A.J.P. VALKENIER (Netherlands), Netherlands Shipping Council.

* * *

Joint ILO/WHO Expert Committee on Personal Health Care and Social Security\(^2\)

**Purpose and Agenda**

11. The purpose of the meeting is to outline general policies for use by governments wishing to plan and implement a co-ordinated approach to the organisation of medical care services. It is current practice for both public health authorities and social security bodies in developing countries to participate in the planning and implementation of personal health programmes; this often results in the development of unco-ordinated medical care services and, in consequence, unsatisfactory utilisation of limited resources. Considering the extremely wide potentialities for co-ordination between medical care services provided by public health authorities or social security bodies, it is proposed, in agreement with the WHO, that the agenda be limited to the following points, particular emphasis being placed on the needs of developing countries:

1. Frameworks for the provision of personal health services.
2. Organisation and control of personal health services.
3. Financing of personal health services.
4. Planning and co-ordination.
5. Training personnel for planning, organisation and administration of personal health services.
6. Conclusions and recommendations.

12. The Governing Body is invited to approve the agenda for the meeting as set out in paragraph 11.

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\(^1\) Minutes of the 173rd Session of the Governing Body, eighth sitting, p. 51, and Appendix XXVI, second paper, paragraphs 6-9, pp. 147-148.

\(^2\) Formerly referred to as the "Joint ILO/WHO Expert Committee on Organisation of Health Care and Its Relationship with Social Security". The Committee's title was changed in order to shorten it and, by inserting "Personal" before "Health Care", to indicate that the Committee would concern itself solely with personal health services (i.e. medical care) and would not enter into the field of community health services such as those responsible for sanitation, control of epidemic diseases, etc.
Composition

13. Proposals regarding the composition of the Committee will be put before the Governing Body at its May-June session.

14. In agreement with the WHO, it is proposed to invite the International Social Security Association and the World Medical Association to send observers to the meeting.

III. MEETING TO BE HELD IN 1971

Meeting of Experts on Fiscal Policies for Employment Promotion

15. At its 175th Session the Governing Body fixed the composition of the Meeting as follows: 12 experts, of whom 6 (2 from government circles, 2 from employers' circles and 2 from workers' circles) would be selected by the Governing Body, 3 by the United Nations, 1 by FAO, 1 by the International Bank for Reconstruction and Development and 1 by UNIDO. At its 177th Session it decided to increase the number of experts from employers' and workers' circles from two to three on each side.

16. The Director-General considers that it would be desirable to invite the International Monetary Fund to nominate an expert to participate in the Meeting. That could be done without increasing its size by reducing from three to two the number of experts which the United Nations would be invited to nominate. Such a change in the composition of the Meeting would have no financial implications.

17. The Governing Body is invited to authorise the Director-General:

(a) to reduce from three to two the number of experts which the United Nations would be invited to nominate for participation in the Meeting;

(b) to invite the International Monetary Fund to nominate an expert.

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1 See Minutes of the 175th Session of the Governing Body, second sitting, p. 13, and Appendix XV, first paper, paras. 23-25, p. 52.

APPENDIX XVII

Seventeenth Item on the Agenda

INTERNATIONAL INSTITUTE FOR LABOUR STUDIES

Report on the Development of the Institute
from 1960 to 1970

1. The Board of the International Institute for Labour Studies held its Tenth Session on 20 February 1970.

2. The Board dealt with a number of financial and budgetary matters and proposals for a new building concerning which separate reports are being transmitted through the Financial and Administrative Committee to the Governing Body.

3. The present report is that which the Board presents to the Governing Body in accordance with the regulations of the Institute (article II, paragraph 7). 1970 being the tenth anniversary of the creation of the Institute, the Director's report to the Board took the form of a survey of the development of the Institute from 1960 to 1970.

4. The Board had an exchange of views concerning the progress of the Institute during this period and the present lines of development of its programmes, during which a number of observations were made which will be taken into account by the Director in carrying out the Institute's activities.

5. The Board considers that the Institute has become established with permanency as an international centre linked with the ILO for independent and objective studies in the labour and social policy field, and that, in general, these present lines of development are sound and merit support.

1 See fourth sitting.
Annex


Indicators of Development, 1960-70

1. Established by a decision of the Governing Body and of the Conference in 1960, the International Institute for Labour Studies is just completing its first decade of existence.

2. The moment therefore seems opportune to recall the origins and aims of the Institute, review such evolution or redefinition of goals as may have taken place over the years in the light of experience, examine the major options taken and analyse trends in the development of programmes and in the resources available for their implementation.

3. This report accordingly attempts to bring together relevant texts stating the Institute's goals and policy and facts about the Institute's programmes over this ten-year period. These are given with the minimum of comment and as much as possible in tabular or quantitative form, with a view to helping members of the Board form their own judgments as to whether the goals are still valid and whether adequate progress has been made towards their attainment. A general review by the Board of the record to date will thus help answer the basic questions as regards the Institute's future:

Has the Institute become established with permanency as an international centre linked with the ILO for independent and objective studies in the labour and social policy field?

Are the directions of the Institute's activities sound?

Will it have an adequate level of resources?

I. THE AIMS OF THE INSTITUTE

4. The preamble of the resolution establishing the Institute adopted by the Governing Body on 1 March 1960 and endorsed by the Conference on 2 June 1960 reads as follows:

"The Governing Body, considering the importance of education as a means towards the attainment of the objectives of the International Labour Organisation, considering further that a better understanding of labour problems in all countries should encourage an improvement in the material well-being of their people in conditions of freedom and dignity; decides to establish an International Institute for Labour Studies, which shall carry out its work according to the following regulations."

5. The aims and functions of the proposed Institute are laid down in Article I of the Regulations which read:

"1. The Institute, inspired by the objectives set forth in the Preamble to the Constitution of the International Labour Organisation and in the Declaration of Philadelphia, shall have as its aim the furtherance of better understanding of labour problems in all countries, and of the methods for their solution, notably by -"
(a) providing educational facilities for the study of labour problems including the organisation of seminars and conferences and of teaching in relevant subjects;

(b) arranging for discussion of labour problems between persons having responsibility and practical experience in the field of labour policy as well as others having a special knowledge of such problems;

(c) encouraging the study of labour problems at the Institute and in other institutions which can contribute to a better understanding in this field;

(d) collecting, digesting and disseminating information concerning new developments in the study of labour problems and encouraging, co-ordinating, sponsoring and publishing new research in this field, in support of the educational programmes of the Institute.

2. The activities of the Institute shall, as in the case of other activities of the International Labour Organisation, comply with the Agreement between the United Nations and the International Labour Organisation and any agreements which have been or may in future be concluded between the International Labour Organisation and other international or regional intergovernmental organisations.

3. The Institute shall endeavour to promote the objective and scientific study of labour problems.

4. The Institute shall not adopt decisions or conclusions as to labour problems or policies; and shall not be bound by opinions expressed by those participating in its work.

6. The full text of the resolution as well as a description of the circumstances and considerations that led to its adoption are given in a brochure entitled International Institute for Labour Studies - Establishment by the Governing Body of the International Labour Office issued at that time.

7. An explanation of the thinking which led to the creation of the Institute was given by the Chairman of the Board (Mr. David A. Morse) at its First Session in July 1961. The record of his remarks reads:

"The Chairman then outlined the history of how the idea of the Institute had developed. The ILO itself had developed since its foundation, an organisation primarily designed for the protection of workers to one concerned with social development. It was living in a world in which the practical matters of labour and social policy arose in a setting of rapid and accelerating economic and social change, where each new situation had to be met by a fresh and imaginative response. Part of the response could come through technical co-operation. It had become apparent, however, that alongside international technical co-operation it was important to have a type of education which was directed towards those people who held positions of responsibility and who made or influenced decisions of social and labour policy, so that they might acquire a broader and deeper understanding of the process of economic and social change within which these decisions had to be taken. The awareness of this need was shared by many people in national governments, as well as prominent employer and trade union leaders, and this had led him to propose that the ILO create an institute to promote the study and understanding of the changing conditions and problems to which labour and social policy should respond.

Some of these problems were the creation of maximum employment in a society in course of economic development, the assessment of manpower needs, the raising of incomes and production in rural communities, the devising of measures for social protection, and industrial relations. In the industrially advanced countries technology was bringing into being new occupations and changing the occupational composition of the labour force. These changes had their impact on manpower requirements, education and training. They also affected wages policy, hours of work and working conditions, and raised new problems in the field of safety and health and for industrial relations.
Certain common characteristics stood out: the inadequacy of knowledge, the considerable variation in actual conditions from country to country and industry to industry, and the need to foresee and measure future trends.

Fuller awareness of the nature of social and economic change had been matched by developments in research and education. Two trends in this respect might be singled out. One was towards the more penetrating observation and understanding of social phenomena through a new type of social research, while the other was towards a better integration of the factors in rational decision-making, promoted by new methods in education.

During the inter-war years, the type of research developed by the ILO could perhaps best be described by the phrase "law and practice", and consisted in the comparative study of legislation and of national conditions in particular respects. In recent decades, however, there had been in a number of countries a considerable development of research designed to investigate systematically how changes in production and in industrial organisation affected life at work and outside working hours, and to study changes in habits of individuals, the behaviour of social groups and the functioning of industrial relations systems. The methods employed to carry out such studies were very different from those used for ILO studies. The studies were concentrated on specific cases and upon the observation of actual behaviour, and normally required the participation of a number of research workers. Moreover, the approach was "interdisciplinary". Such studies were costly and often extended over a long period. Efforts had also been made to carry out "cross-national" research.

It was obviously beyond the resources of the ILO itself to undertake research of the kind and on the scale needed to lend substance to its programmes. It was, however, increasingly important to the work of the ILO that this type of research should be brought within its scope of action so that it might stimulate and inform its activities. It might also be valuable for the ILO itself to be able to promote new research of this kind into problems of current interest and perhaps to coordinate research of the "cross-national" type.

The concept of education as a process, continuing throughout the active life of an individual had also made considerable progress in recent years. New educational methods had been devised for arousing the interest and participation of mature persons.

Thus, the proposal to establish the Institute could draw heavily both upon a growing volume of scientific research and upon recently developed and tested educational methods.

The Chairman then outlined the steps leading towards the establishment of the Institute. The ILO, he had felt, could give a unique character to such an Institute by drawing upon the experience of all countries rather than of only one; it could draw upon the experience accumulated in the ILO and, in a spirit of emulation, propagate its work in countries where no facilities for advanced study in labour matters yet existed.1

8. The Advisory Committee of the Institute, at its very first meeting, held from 11 to 13 October 1961, had a very full discussion on what the general scope and approach of the Institute should be. The report submitted to the Board on these discussions reported a consensus of opinion on the following basic lines:

General Scope and Work of the Institute

"There was general agreement that the Institute should be truly international and give hospitality to all points of view; that it should enjoy the fullest academic freedom and be free from political and other pressures; and that it should be given a period of five to ten years in which to

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1 See Minutes of the 150th Session of the Governing Body, Appendix XIX, Annex, paras. 8-16, pp. 144-145.
establish itself, and work out the type and scope of activity best suited to its purpose."

Activities Other than Education

"There was general agreement that the Institute should undertake clearing-house functions, the popularisation of research, international co-ordination functions and comparative studies. This work would reveal gaps in existing research and information. The Institute might also convene conferences of specialists, giving an opportunity to persons with specialised responsibilities to exchange experiences and information on techniques. Research conferences could be useful if well prepared, and the initial activities of the Institute would reveal the areas which research conferences could usefully consider."²

9. The Committee emphasised the need to leave the maximum degree of freedom to the Director in shaping the Institute.

10. The ten-year period regarded by the Advisory Committee as a reasonable span for the Institute to establish itself has now elapsed.

11. In the first few years (1961-65) of the Institute's existence, efforts concentrated on building up the Institute's financial resources and administrative framework, recruiting a faculty and launching an educational programme. Although educational activities were given priority, a beginning was also made with other activities. A number of public lectures and round-table meetings were organised and some research initiated.

12. The developments of this initial period were facilitated by a grant of $200,000 from the Ford Foundation and other grants totalling nearly $50,000 from the American Foundation on Automation and Employment and the British Foundation on Automation and Employment. As this initial phase came to a close, however, it became clear that financial constraints would require that certain choices be made as regards future programme development. Rather than passively to accept that the scale of activities be limited by the foreseeable sources of income, the Board adopted a policy of building upon confidence in the future of the Institute. At its Sixth Session, held in February 1966, it approved a "programme of expansion", in the hope that a wider awareness of the potentialities of the Institute would in time attract the funds necessary to sustain a higher level of activity.

13. At its Sixth Session the Board also approved some clearly defined policy goals setting directions for the Institute's development.

14. At its Eighth Session, held in February 1968, the Board reaffirmed these goals.

15. The background to these decisions was described in the progress report submitted to the Board in 1968 in the following terms:

"Contemplating future growth in 1965, the Institute confronted a major option: whether to expand as a medium-level training institution in the execution of labour policy by taking in a larger number of trainees, or alternatively to concentrate on the stimulation and spreading of useful social policy ideas and new analyses of social questions with more diversification of methods for putting ideas to work. The Institute opted for the second course.

Given the Institute's special advantages and its level of resources, this was the logical choice. Expansion as a training institution, with

¹ See Minutes of the 151st Session of the Governing Body, Appendix XVII, para. 27, p. 91.
² See Minutes of the 15st Session of the Governing Body, loc. cit.
the existing level of resources, might have meant doubling or at most tripling the number of trainees which could be passed through its pro-
grammes—reaching perhaps from 200 to 300 per year. Over the whole world this is not a very large number. The disadvantages of this course are also manifest. The Institute would very quickly have reached its maximum yield and further growth would have become strictly a matter of money. More money, more trainees. Educators themselves mature and develop in so far as they have varied and challenging types of courses to give, opportunity to reflect upon experiences, and the chance to enrich their teaching by doing research. Emphasis on numerical output would have led to stress on standardisation of courses, maximum teaching loads, and the virtual elimination of research. Development, in the sense of a growth in what the Institute would have to offer by way of course content and intellectual stimulus, might quickly have levelled off under this formula. Finally, emphasis on the number of trainees in institute courses would have meant concentrating upon a high-cost training programme while failing to explore ways and means of expanding the indirect impact of an international educational and research centre to much larger circles in many countries.

The advantages of the alternative choice—to concentrate on ideas rather than numbers—were the converse of the disadvantages just mentioned. The relative detachment of an international perspective of world social problems coupled with the opportunities and contacts available through close proximity to the International Labour Office offers advantages for comparative research. The autonomous status of the Institute guarantees conditions for critical and independent work. Greater diversification of activities could turn the Institute into an educational laboratory, whose experiments, critically evaluated, might be used effectively for a larger number of people by educational centres in different countries. A combination of experimental educational activities and research could lead to a continuing development in ideas and in indirect impact which would be proportionately less dependent (though still to some extent dependent) upon substantial increases in money resources. Moreover, this course is more consistent with the original aims of the Institute, which was intended to become "an institution for higher social studies", "a source of new ideas", and to work towards "deeper understanding ... of the process of social change and its practical implications for labour relations and labour policy".¹

This second and chosen path was an act of faith in the potentiality of the Institute. Whereas the first path would have led to a rapid rise in output and a quick levelling off, the second path offered the prospect of slower initial progress, to be followed hopefully by accelerating and self-sustaining development as research and educational experimentation began to interact and to have an impact upon outside educational and research centres. The initial phase of slower apparent progress would be the phase in which the conditions for subsequent and more rapid development had to be laid; the character and aims of the Institute would have to be explained clearly to those groups who could help it; some significant research would have to be started (and this would take time to yield results), staff and outside collaborators with qualifications in line with these programme objectives would have to be acquired; the reputation of the Institute as a centre for advanced studies would have to be enhanced. The key conditioning factors—staff, research, reputation—are interdependent. This is why progress is likely to be slow to start with (when the absence of achievement acts as a deterrent) but should accelerate as the Institute begins to realise its potentiality.

Following this reasoning, the Board of the Institute approved, in February 1966, policy goals which can be summarised as follows:

**Policy Goals**

(1) The Institute should become a laboratory for the development and testing of methods appropriate for education in leadership responsibilities in the labour policy field.

(2) There should be a balance between research and education in the Institute's programme.

(3) Institute research should be:
- prospective, i.e. focusing on emerging long-term trends and policy issues;
- comparative, making use of the international standpoint of the Institute;
- stimulative, not only by attracting the participation of outside scholars and institutions in Institute projects but also by encouraging them to develop their own research.

(4) The Institute should make a regular place in its programme for the discussion of current policy issues between policy makers and academic specialists in an atmosphere free from the pressures inherent in decision-making.

In order to achieve these policy goals, the following instrumental goals were also fixed:

Instrumental Goals

(1) Broadening contacts with the world academic community in the Institute's field.
(2) Making the work and aims of the Institute better known through information and publications.
(3) Building up a staff which, though limited in numbers, will be of a high quality comparable to that of the better university centres specialising in social and labour studies.
(4) Raising funds sufficient to finance current programmes and particularly to provide, through the Endowment Fund, a financial basis for continuity and growth.

II. THE EVOLUTION OF EDUCATIONAL PROGRAMMES

16. The educational methods and programmes of the Institute have evolved steadily over the last ten years. Pedagogical techniques, curricula, duration, languages, etc. of study courses have all been subjected to continuing evaluation and modified in the light of experience.

17. The study courses conducted in 1970 using computer simulation exercises and intensive group discussion techniques are a far cry from the lecture programme approach of the first study courses.

18. The Advisory Committee initiated this process of continuing evaluation and development of education methods when in 1962 it held its second session during a study course so as to observe at first hand the methods applied and suggest such changes as might seem necessary.

19. Some of the early recommendations of the Advisory Committee with regard to the organisation of Institute educational activities would seem worth recalling:

Selection of Participants

The Committee recommended that wherever possible the selection of participants should be preceded by interviews. Stress should be placed on intellectual quality, but a major criterion must be the role the candidate is expected to play in his country in the future.
Teaching Methods

The Committee considered that it was not desirable to rely so heavily on lectures as had been done in the study course under review. Study in depth would be best achieved by fuller development of seminars, tutorial groups and some individual tuition.

Languages

The Committee recognised the difficulties of conducting an educational course in more than one language and fully agreed that it would be undesirable to attempt study courses in three languages. It stressed, however, certain advantages of conducting courses in two languages as against one. For instance, it was thought that French-speaking participants from Africa would thus be able to understand a little more fully the different institutional structure obtaining in the English-speaking African countries, and vice versa. This was both helpful and useful. The international character of the Institute might also be better maintained by the use of two languages. The Committee therefore expressed the hope that further courses would be attempted in two languages. It suggested that completely bilingual tutors might be used so that they could repeat their lectures in the second language and ensure full communication of their ideas and arguments to both language groups.

Premises

The Committee noted "unsatisfactory arrangements and facilities" for lectures as well as "inadequate accommodation for participants during their periods of private study". It noted that hotel arrangements had not proved fully satisfactory and expressed the hope that satisfactory residential arrangements could be made in future. The Committee "wished to stress very strongly the high importance of early provision of proper and adequate accommodation both for the Institute and for participants in its study courses".

20. The rationale underlying the Institute's educational activities was discussed in some detail in the reports of the Director to the 1968 and 1969 sessions of the Board, and also in an article published in the first number of the Institute Bulletin; it is thus not necessary to repeat again the ideas which continue to be reflected and developed in the current programme.

21. The evolution of educational activities from the point of view of course content, organisation and methods, and the sources of participants are shown in tables 1 to 3.
<table>
<thead>
<tr>
<th>Year</th>
<th>Theme</th>
<th>Duration</th>
<th>Language</th>
<th>Composition</th>
<th>Topics covered</th>
<th>Approach</th>
<th>Teaching staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>1962</td>
<td>Labour force and its employment</td>
<td>10 weeks</td>
<td>Two languages of instruction with telephonic interpretation</td>
<td>Government, trade union and employer organization participants on world-wide basis (predominance of government and trade union participants)</td>
<td>Economic development (11 days), Wages, workers' organizations, labour management relations, workers' participation in management, social institutions of the undertaking, social security and welfare, labour problems of rural areas, labour problems of growth and development planning, The labour force and its employment (9 weeks)</td>
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<td>10 weeks</td>
<td>Two languages of instruction with telephonic interpretation supplemented by single-language small group discussions</td>
<td>Government, trade union and employer participants (in roughly equal proportions) on world-wide basis</td>
<td>Social security (5 days), Manpower and employment (14 days)</td>
<td>One institute staff member responsible for each of the four sections</td>
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</tr>
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<td>10 weeks</td>
<td>Single language (annual rotation: French-English - Spanish-English)</td>
<td>Addition of university teachers as participants</td>
<td>Social policy and social analysis</td>
<td>Less emphasis on lectures, more on techniques designed to maximise participation (panel sessions, case studies, role-playing exercises)</td>
<td>7 Institute staff</td>
</tr>
<tr>
<td>1967</td>
<td>Active labour policy in economic and social development</td>
<td>10 weeks</td>
<td>Single language (on rotation)</td>
<td>Government, union and employer participants (roughly equal), fewer academics</td>
<td>Decision-making process</td>
<td>Lectures by Institute staff serve as a framework. Guest lecturers deal with situations in particular groups of countries or to express particular perspectives (union, management, etc.)</td>
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<td>Little change in basic topics: innovation in treatment of them</td>
<td>Further use of decision-making approach for the treatment of all topics (including development of new computerised simulation exercises, e.g. on national labour-management bargaining)</td>
<td>10 Institute staff</td>
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</tbody>
</table>

Table 1

**EVALUATION OF THE BASIC STAFF COURSE: CONTENT, ORGANIZATION AND METHOD**

**Table 1**

<table>
<thead>
<tr>
<th>Year</th>
<th>Theme</th>
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<td>10 Institute staff</td>
</tr>
<tr>
<td>International Study Courses</td>
<td>Number of Applications</td>
<td>Number of Candidates Selected</td>
<td>Number of Participants</td>
<td>Selection Ratio</td>
<td>Percentage Dropout</td>
<td></td>
<td></td>
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<tr>
<td>-----------------------------</td>
<td>------------------------</td>
<td>------------------------------</td>
<td>------------------------</td>
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<td>-------------------</td>
<td></td>
<td></td>
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<tr>
<td>1st (1962)</td>
<td>146</td>
<td>41</td>
<td>37</td>
<td>3.6</td>
<td>9.8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2nd (1963)</td>
<td>177</td>
<td>37</td>
<td>32</td>
<td>4.8</td>
<td>13.5</td>
<td></td>
<td></td>
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<tr>
<td>3rd (1964)</td>
<td>106</td>
<td>33</td>
<td>29</td>
<td>3.2</td>
<td>12.1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4th (1964)</td>
<td>66</td>
<td>43</td>
<td>32</td>
<td>1.5</td>
<td>25.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5th (1965)</td>
<td>86</td>
<td>36</td>
<td>34</td>
<td>2.4</td>
<td>5.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6th (1966)</td>
<td>110</td>
<td>39</td>
<td>34</td>
<td>2.8</td>
<td>14.7</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7th (1967)</td>
<td>120</td>
<td>37</td>
<td>25</td>
<td>3.2</td>
<td>32.4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8th (1968)</td>
<td>95</td>
<td>37</td>
<td>33</td>
<td>2.6</td>
<td>10.8</td>
<td></td>
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<tr>
<td>1964</td>
<td>41</td>
<td>33</td>
<td>32</td>
<td>1.2</td>
<td>3.0</td>
</tr>
<tr>
<td>1965</td>
<td>41</td>
<td>29</td>
<td>25</td>
<td>1.4</td>
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</tr>
<tr>
<td>1966</td>
<td>33</td>
<td>27</td>
<td>25</td>
<td>1.2</td>
<td>7.4</td>
</tr>
<tr>
<td>1967</td>
<td>54</td>
<td>35</td>
<td>34</td>
<td>1.5</td>
<td>2.8</td>
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<tr>
<td>1968</td>
<td>55</td>
<td>32</td>
<td>29</td>
<td>1.7</td>
<td>9.3</td>
</tr>
<tr>
<td>1969</td>
<td>65</td>
<td>40</td>
<td>39</td>
<td>1.6</td>
<td>2.5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Regional Courses, Seminars, etc.</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1963 Regional Seminar on Problems of Planning the Labour Force and its Employment (Cairo)</td>
<td>98*</td>
<td>98*</td>
<td>98</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>1964 Latin American Regional Study Course (Mexico)</td>
<td>75</td>
<td>26</td>
<td>20</td>
<td>2.9</td>
<td>23.0</td>
</tr>
<tr>
<td>1965 Latin American Study Week (Geneva)</td>
<td>30</td>
<td>30</td>
<td>26</td>
<td>1</td>
<td>7.5</td>
</tr>
<tr>
<td>1965 African Regional Study Course (Ibadan)</td>
<td>75</td>
<td>25</td>
<td>18</td>
<td>3</td>
<td>28.0</td>
</tr>
<tr>
<td>1966 Joint Course on Industrial Relations and Economic Development (Bangkok)</td>
<td>47*</td>
<td>47*</td>
<td>47</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>1966 Industrial Relations Course for Latin American Engineers (Geneva)</td>
<td>37**</td>
<td>37**</td>
<td>37</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>1967 East African Seminar on Labour Problems in Economic Development (Nairobi)</td>
<td>74</td>
<td>40</td>
<td>29</td>
<td>1.9</td>
<td>27.5</td>
</tr>
<tr>
<td>1969 Latin American Area Seminar on Manpower Policy (Bariloche)</td>
<td>62</td>
<td>30</td>
<td>23</td>
<td>2</td>
<td>23.3</td>
</tr>
<tr>
<td>1969 Latin American Area Seminar on Social Policy in Modernising Areas (Oaxtepec)</td>
<td>92</td>
<td>31</td>
<td>24</td>
<td>3</td>
<td>22.6</td>
</tr>
<tr>
<td></td>
<td>1 785</td>
<td>863</td>
<td>762</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* Some candidatures received and some selections made by co-operating institutions.

** All candidates admitted.
Table 3

(with breakdown by group and region)

<table>
<thead>
<tr>
<th>Region</th>
<th>Government</th>
<th>Employers</th>
<th>Workers</th>
<th>Academic and Professional</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Africa</td>
<td>70</td>
<td>43</td>
<td>53</td>
<td>13</td>
<td>179</td>
</tr>
<tr>
<td>Asia (including Oceania)</td>
<td>66</td>
<td>30</td>
<td>37</td>
<td>9</td>
<td>142</td>
</tr>
<tr>
<td>Middle East</td>
<td>116</td>
<td>12</td>
<td>7</td>
<td>135</td>
<td></td>
</tr>
<tr>
<td>Latin America</td>
<td>59</td>
<td>31</td>
<td>51</td>
<td>217</td>
<td></td>
</tr>
<tr>
<td>North America</td>
<td>17</td>
<td>19</td>
<td>13</td>
<td>56</td>
<td></td>
</tr>
<tr>
<td>Western Europe</td>
<td>18</td>
<td>0</td>
<td>5</td>
<td>26</td>
<td></td>
</tr>
<tr>
<td>Eastern Europe</td>
<td>346</td>
<td>137</td>
<td>168</td>
<td>762</td>
<td></td>
</tr>
</tbody>
</table>

22. How effective has this educational effort been? It is of course extremely difficult to estimate the real impact—short-term and long-term—of a value so intangible as education. Nevertheless, the aim of this report is to provide some factual indicators which could permit at least some preliminary conclusions about the appositeness and effectiveness of action taken so far. These indicators can be sought in two directions: in finding out more about the ex-participants, whether their subsequent functions identify them as a "leadership group" and what they find useful in a leadership education programme; and in learning how far the Institute has been able to stimulate labour studies beyond its own activities. Several facts can be advanced on both counts.

Impact on Participants

23. As regards ex-participants, the responses to a survey carried out by the Institute are now being analysed. What follows are preliminary findings.

1 The following activities are included in the figures given in this table: international study courses (first to eighth inclusive); regional seminar (Cairo, 1963); Latin American regional study course (Mexico, 1964); two African regional study courses (Ibadan, 1965), (Nairobi, 1967); Latin American study week (1965); special course for Latin American engineers (1966); joint course on industrial relations and economic development (Bangkok, 1966) (including ECAFE group of participants); two Latin American area seminars (Bariloche and Oaxtepec, 1969); internship study courses (1964-69 inclusive). Participants have come from a total of 121 countries and territories.

2 This figure includes 98 participants in the regional seminar on manpower planning held in Cairo in 1963.

3 Including 26 participants in the Latin American study week in 1965 and 37 participants in the three-week special course for Latin American engineers in 1966, both held in Geneva for Latin American students attending European universities.

4 The survey questionnaire was mailed to all ex-participants in educational activities from 1962 to 1967. Participants in the 1968 and 1969 courses were given the questionnaire at the end of their course. In total 608 persons were contacted (459 of them by mail). Altogether 222 persons completed the questionnaire, which gives a response rate of 37 per cent. The response rate to the (footnote continued on p. 141)
which will be presented in a more complete form later, probably in the form of
an article in the Institute Bulletin. Meanwhile some information yielded by
the survey is of interest for the present attempt at general evaluation of the
Institute's work.

24. A major question is whether the Institute is reaching candidates with
leadership potential. Several questions probed this, elicitng information on
subsequent participation in national or international meetings or advisory
bodies dealing with economic and social questions.

25. Fifty-six per cent of the 126 ex-participants answering this question
declared they had been delegates or advisers to such national, and 36 per cent
to international, meetings or bodies since they had attended an Institute
course. Participation in national meetings was particularly high among Africans
(62 per cent), above average also for Asians, Latin Americans and Western
Europeans, and lower than average for persons from Eastern Europe and
Australasia. In respect to international meetings higher than average partici­
pation rates were found among Asians and Europeans (about 50 to over 60 per
cent).

26. Statistics kept at the Institute show in addition that 87 ex-
participants in Institute courses (about 14 per cent of the total number) have
so far once or repeatedly attended the International Labour Conference as dele­
gates or advisers. It may be of some interest to note that those who have
attended the regular Institute study courses show a higher rate of attendance
at the International Labour Conference than those who have participated in the
internship study courses which are more specifically designed to deal with ILO
matters.

27. Another concern of the Institute is to achieve through its ex-
participants a "multiplier effect". One way of assessing this is by the extent
to which ex-participants have served as lecturers, tutors or organisers in
national educational activities subsequent to their attendance at an Institute
course. More than half of the responding ex-participants indicated that they
had carried out such activity. Higher than average "multiplier rates" were
found among African (62 per cent), Latin American (56 per cent) Australasian
(60 per cent) and Eastern European (100 per cent) ex-participants.

28. Further problems of evaluation concern the goals and usefulness of
Institute educational activities.

29. The responses to an inquiry as to what the goals of Institute educa­
tional activities should be (173 replies) are summarised in table 4.

30. It will be seen readily that the most important goal perceived by ex-
participants is "better understanding of policy problems relating to labour
aspects of economic and social development in general". It may be further
inferred from the replies that most ex-participants consider that better under­
standing of the general contacts and inter-relationships among aspects of labour
and social policy is a prerequisite for the better understanding of the specific
development problems of their own countries. The contacts among participants
and the possibilities of learning from each other which these provide are also
rated very highly.

31. The relative advantages of Geneva-based international courses and
courses or seminars focusing on particular groups of countries or regions was
also explored. Fifty-eight per cent of the responses favoured regional activi­
ties. Asian ex-participants (72 per cent) and Latin American ex-participants
(65 per cent) showed the highest rates of preference for the regional approach.

4 (footnote continued from p. 140)

mail questionnaire alone was 23 per cent. In view of the length and complexity
of the questionnaire and of the fact that the direct involvement in the Institute
of most persons dated back several years, this can be considered a satisfactory
result. Mail inquiries of similar surveys usually yield something like a 15 per
cent response. Seventy-seven per cent of the participants in the 1968 and 1969
activities co-operated by completing the questionnaire.
Table 4
ANALYSIS OF THE REPLY TO AN INQUIRY CONCERNING
THE POSSIBLE GOALS OF THE EDUCATIONAL
ACTIVITIES OF THE INSTITUTE

<table>
<thead>
<tr>
<th>Possible goals listed in inquiry</th>
<th>Importance attributed to each goal by ex-participants in Institute educational activities</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Highly important</td>
</tr>
<tr>
<td>Better understanding of policy problems relating to labour aspects of economic and social development in general</td>
<td>130</td>
</tr>
<tr>
<td>Learning of techniques relevant to labour problems of economic and social development in general</td>
<td>72</td>
</tr>
<tr>
<td>Better understanding of labour aspects of economic and social development specific to your country</td>
<td>84</td>
</tr>
<tr>
<td>Learning of techniques and personal development to enable you to do your present job better</td>
<td>65</td>
</tr>
<tr>
<td>Improving contacts between persons concerned with labour problems of economic and social development in various countries</td>
<td>77</td>
</tr>
<tr>
<td>Learning of methods of approaching labour problems in other countries for possible adaptation to your own country</td>
<td>45</td>
</tr>
</tbody>
</table>

More than half of the African ex-participants likewise thought that the Institute should concentrate on regional programmes, while most Europeans and Australasians were in favour of general Geneva-based courses.

32. Explanations of the preference for the regional approach referred for the most part to the specific nature of labour problems within a region and the expected high course impact when problems of a relatively homogeneous group of countries are treated (stressed specially by Latin Americans and Asians). The advantage for the Institute of gaining a better grasp of actual development problems in the various countries is emphasised also (in particular by African ex-participants).
33. Of the minority favouring international Geneva-based courses many stressed that these broadened individual outlooks through a world-wide exchange of experience and that the Institute's comparative advantage is in the world-wide approach.

34. Many of those who expressed preference either for regional or general international courses emphasised that the other type of activity is complementary and should not be abandoned; and some, without expressing preferences, said that the Institute should continue both types of activity.

35. The question of the optimum duration of study courses and seminars has been considered and reconsidered by the Institute since its educational work began. It has frequently been assumed that shorter courses would make it possible to reach a higher level of participant. Very little light is thrown upon this proposition in the responses to the survey questionnaire. The duration of Geneva-based study courses and internship courses in recent years has been approximately 2 1/2 and 2 months respectively. Twenty-one per cent of the respondents think that this is an appropriate length for a course. Almost half would prefer longer courses, 40 per cent of them opting for a duration of three months. On the other hand 30 per cent of all respondents would prefer courses of two weeks to one-and-a-half months. Thus the evidence of the survey does not suggest any major modification of the present pattern, which includes both Geneva-based courses of two to two-and-a-half months and more intensive shorter regional courses or seminars lasting from two weeks to a month.

Stimulus to Labour Studies

36. Examples of the indirect approach are the International Educational Materials Exchange (IEME) and the International Industrial Relations Association (IIRA).

37. The IEME was launched in 1968 as part of the East Africa programme but has been rapidly extended to other regions. At the beginning of 1970, the Exchange covered over 500 contributor subscribers in 80 countries in various parts of the world. The IEME acts as a clearing house for unpublished teaching materials on labour matters (course outlines, case studies, research into particular situations and problems), the dearth of which is felt in many countries.

38. The range of materials carried by the Exchange, as well as its geographical coverage, is spreading as there is a continuous flow of applications and of material. So far the IEME has been concentrating on materials in English and French. The planned extension to Latin American countries with the introduction of Spanish will no doubt bring about a further significant increase in participation.

39. The distribution by region of participants in the Exchange at the end of 1969 was as follows: Africa 135; Asia 111; America 102; Europe 103.

40. Not unnaturally, the breakdown by professional group indicates that the greatest interest in the IEME is among those engaged in teaching. Participation in the IEME, expressed in broad categories, is shown in Table 5.

41. The degree of interest in receiving the service may be judged by the fact that some 275 individuals or institutions have offered to pay for participation in the IEME. (No charge is at present made.) Readiness to contribute educational material to the Exchange is testified by the fact that over 700 items had been received by the end of 1969. Material received is very closely scrutinised and only about 15 per cent of documents received have so far been accepted for inclusion in the Exchange. The great majority of the remaining materials are placed in the Institute documentation collection or passed to the ILO library.

42. The IIRA was set up in 1966 by the following four sponsoring organisations: International Institute for Labour Studies (Geneva); British Universities Industrial Relations Association (United States); and the Japan Institute of Labour. The International Institute for Labour studies serves as the secretariat for the IIRA and a section of the Institute Bulletin is devoted to IIRA matters.
Table 5

PARTICIPATION IN THE INTERNATIONAL EDUCATIONAL MATERIALS EXCHANGE
(with breakdown by language and professional group)

<table>
<thead>
<tr>
<th>Language</th>
<th>Academics, Individuals, Universities, Institutes</th>
<th>Individuals and Organisations</th>
<th>ILO Experts</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Government</td>
<td>Employers</td>
<td>Trade Union</td>
</tr>
<tr>
<td>English</td>
<td>241</td>
<td>65</td>
<td>34</td>
<td>42</td>
</tr>
<tr>
<td>French</td>
<td>31</td>
<td>9</td>
<td>3</td>
<td>8</td>
</tr>
<tr>
<td>Spanish</td>
<td>25</td>
<td>3</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>297</td>
<td>77</td>
<td>39</td>
<td>52</td>
</tr>
</tbody>
</table>

43. The link with the IIRA is of considerable benefit to the Institute because of the contacts and opportunities it provides for the promotion of teaching, research and scientific exchange in the industrial relations field as an extension of the aims of the Institute.

44. At the end of 1969, national industrial relations associations in 15 countries were full members of the IIRA. In addition there were 23 institutional associate members in 18 countries and 269 individual associate members in 44 countries and territories.

45. The First IIRA World Congress, held in Geneva in September 1967, brought together 204 scholars and practitioners in the industrial relations field from 39 countries and territories. A book based on a selection of the Congress papers has been published in English and French in the Institute series.

46. The Second IIRA World Congress will be held in Geneva in September 1970. Its agenda will include the following points: evaluation of manpower policies; workers' participation in management; industrial relations and industrial change; political systems and industrial relations; the role and functions of industrial relations centres.

47. The first IIRA North American Regional Meeting was organised in May 1968 by the Industrial Relations Research Association (United States), and during 1969 the First IIRA Asian Regional Conference was organised in Tokyo by the Japan Industrial Relations Research Association and the first IIRA European Regional Conference was organised in Linz, Austria, by the Austrian Industrial Relations Research Association.

III. RESEARCH AND PUBLICATIONS

48. For practical reasons, as noted, the Institute concentrated during its first few years on educational activities, including the preparation of background studies for use in study courses. In 1963 some research was initiated, notably a study on collective agreements in Africa. In 1964 a research conference on industrial relations in economic development was convened. Only since 1965, however, has the Institute attempted to build up gradually a research programme covering some major areas of continuing interest. The approach and scope of this continuing research programme were described, in the Director's report on the activities of the Institute in 1968, as including studies in four areas: (1) industrial relations systems; (2) social
participation; (3) labour market questions; and (4) international integration and social policy. Research has taken various forms: studies by individual researchers; symposia with several contributors to a broad topic; cross-national projects including a number of separate studies using a common research framework and methodology followed by a comparative analysis; and the development of educational tools and materials.

49. Some of these forms of research take longer than others to produce final results. Symposia are the shortest, the time from conception and planning to publication being about two-and-a-half years. Studies by individuals normally take longer; and substantial cross-national comparative studies take longest of all, perhaps five to seven years from initiation to completion. These time schedules need to be kept in mind in evaluating the progress of a programme which, to all practical purposes, dates from 1965.

50. The value of the Institute's research can be assessed only in terms of the quality and usefulness of its publications, copies of which have, as they appeared, gone to members of the Board. It is for members of the Board and others to judge the quality of this work. This report can give only some quantitative measures of the growth of the Institute's research and publications.

51. Until 1966 Institute publications were limited to the issuing in roneoed or offset form of the texts of lectures delivered at study courses or public lectures held under Institute auspices. There was a steady demand for this educational material which was issued free and the limited stocks of these publications were quickly exhausted. In a sense these modest publications paved the way for the Institute's International Educational Materials Exchange.

52. By 1965, the Institute had sufficiently established itself to enter into publishing arrangements with outside publishers and the first Institute printed publications appeared in 1966. In the same year, the Institute Bulletin made its appearance.

53. By 1969 Macmillans of London, the Institute's English language publisher, had issued seven volumes based on the results of Institute conferences and research. By the same year the Institute's French language publishers, the Librairie sociale et économique, Paris, had issued nine volumes in a special Institute series. The first Spanish language Institute publication to be issued commercially appeared in 1968 through a Latin American publisher.

54. Preparations for the publication of a further nine new titles in various languages and for expanding the Spanish series are proceeding.

55. Institute publications are now on sale commercially in leading bookshops and included as standard works of reference in lists issued by the main social research institutions and libraries.

56. One measure of the impact of Institute research is the number of references to it in other publications. Over 350 references to Institute educational and research activities and publications have come to attention so far. These include 73 mentions in learned journals, 56 mentions in reference works, 143 mentions in journals published by international organisations and 83 references in other periodicals. The OECD Liaison Bulletin which provides a reference link between development research and training institutes and covers the publications of 142 economic and social research and educational institutions in all parts of the world, contained 27 references to Institute publications, one of the highest figures for any institution covered by the journal in the section of social affairs, labour and wages.

57. Tables 6 and 7 show the quantitative growth of Institute publications in various languages and the breakdown of printed publications by subjects.

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1 For further details concerning these topics and the specific projects relevant to them see Minutes of the 174th Session of the Governing Body, Appendix XIX, Annex, paras. 27-42, pp. 105-107.
### Table 6

**QUANTITATIVE ASSESSMENT OF THE PUBLICATIONS PROGRAMME OF THE INSTITUTE**

(Number of Pages)

(1960-70)

<table>
<thead>
<tr>
<th></th>
<th>Books</th>
<th>Bulletin</th>
<th>Reprints</th>
<th>IEME</th>
<th>Brochures</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>E</td>
<td>F</td>
<td>S</td>
<td>Total</td>
<td>E</td>
<td>F</td>
</tr>
<tr>
<td>1960</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1961</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>1962</td>
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<td></td>
</tr>
<tr>
<td>1963</td>
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<td></td>
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<tr>
<td>1964</td>
<td></td>
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<td></td>
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<tr>
<td>1965</td>
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<tr>
<td>1966</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>1967</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1968*</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1969</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*1968 was a peak year for the publications programme through the maturing of research work carried out in the preceding years. It also coincided with the publication under Institute auspices of selected papers and an analysis of the proceedings of the First World Congress of the International Industrial Relations Association. It was also marked by a special publications effort in Spanish and a beginning with German, Russian and Arabic.*

E = English
F = French
S = Spanish
R = Russian
G = German
A = Arabic
Table 7

PUBLICATIONS OF THE INSTITUTE
(with breakdown by content)

<table>
<thead>
<tr>
<th>Subject</th>
<th>Books</th>
<th>Reprints</th>
<th>Articles in Bulletin</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Industrial relations</td>
<td>1319</td>
<td>162</td>
<td>577</td>
<td>2058</td>
<td>48.5</td>
</tr>
<tr>
<td>2. Human resources, labour market and employment</td>
<td>1002</td>
<td>180</td>
<td>83</td>
<td>1265</td>
<td>30</td>
</tr>
<tr>
<td>3. Social policy</td>
<td>423</td>
<td>84</td>
<td>206</td>
<td>713</td>
<td>16.5</td>
</tr>
<tr>
<td>4. Education and research techniques</td>
<td></td>
<td></td>
<td></td>
<td>215</td>
<td>5</td>
</tr>
</tbody>
</table>

58. Books bearing the following titles have been issued to date (English and French editions unless otherwise indicated): Wage Policy Issues in Economic Development; Industrial Relations: Contemporary Issues; Relaciones de Trabajo en el Proceso de Desarrollo Económico y Social (Spanish only); Labour Market and Inflation; Collective Bargaining in African Countries; Automation on Shipboard; Industrial Relations and Economic Development; Les Migrations de Travailleurs en Europe (French only); Employment Problems of Automation and Advanced Technology: An International Perspective (English only).

59. The reprint series includes articles by Institute staff and associates, which have appeared first in various journals.

60. The Bulletin reflects the current activities of the Institute. To date six issues of the Bulletin have appeared. Normally it is expected to issue the Bulletin twice a year. An idea of the coverage of the Bulletin may be had from the analysis of the contents of the first six numbers which appears in table 8.

Table 8

CONTENTS OF THE BULLETIN OF THE INSTITUTE

<table>
<thead>
<tr>
<th>Subject</th>
<th>Pages</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research studies and analysis</td>
<td>576</td>
<td>53.55</td>
</tr>
<tr>
<td>Lectures and teaching materials</td>
<td>197</td>
<td>18.32</td>
</tr>
<tr>
<td>Reports on educational developments</td>
<td>157</td>
<td>14.59</td>
</tr>
<tr>
<td>Information about Institute and IIRA</td>
<td>145</td>
<td>13.30</td>
</tr>
</tbody>
</table>

1 In original language only.
2 Applies to English edition; the Bulletin is also issued in French and Spanish.
3 The existence of IEME has eliminated the need for the Bulletin to carry further articles of this type.
61. The circulation of the Institute Bulletin now exceeds 4,100 copies in three languages, of which some 2,700 are in English, 900 in French and 600 in Spanish. Circulation is free to ex-participants, members of the IIRA, and others who have expressed a bona fide interest in the work of the Institute. As the Bulletin becomes better known, it is a valuable means of arousing outside interest in the work of the Institute, particularly its research.

IV. RESOURCES

62. The scope and growth on Institute programmes are naturally conditioned by the available financial and staff resources. Trends in financial and staff resources are outlined below in tables 9 to 16.

<table>
<thead>
<tr>
<th>Year</th>
<th>Income</th>
<th>Expenditure</th>
<th>Surplus - (Deficit)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1961</td>
<td>65 000</td>
<td>41 444</td>
<td>23 556</td>
</tr>
<tr>
<td>1962</td>
<td>164 202</td>
<td>195 983</td>
<td>-31 781</td>
</tr>
<tr>
<td>1963</td>
<td>351 642</td>
<td>311 306</td>
<td>40 336</td>
</tr>
<tr>
<td>1964</td>
<td>552 204</td>
<td>486 406</td>
<td>63 798</td>
</tr>
<tr>
<td>1965</td>
<td>487 467</td>
<td>446 824</td>
<td>40 643</td>
</tr>
<tr>
<td>1966</td>
<td>506 047</td>
<td>406 054</td>
<td>99 993</td>
</tr>
<tr>
<td>1967</td>
<td>561 275</td>
<td>468 927</td>
<td>92 348</td>
</tr>
<tr>
<td>1968</td>
<td>568 768</td>
<td>477 737</td>
<td>91 031</td>
</tr>
<tr>
<td>1969</td>
<td>634 878</td>
<td>597 325</td>
<td>37 553</td>
</tr>
<tr>
<td>1970 (estimate)</td>
<td>535 400</td>
<td>598 989</td>
<td>-63 589</td>
</tr>
<tr>
<td>1971 (estimate)</td>
<td>535 000</td>
<td>586 270</td>
<td>-51 270</td>
</tr>
</tbody>
</table>

63. As regards financial resources it will be noted from table 9 that, apart from a deficit in 1962 annual income has been consistently in excess of expenditure. This has led to the creation of a Reserve Fund and the accumulation of substantial cash reserves (see table 10). Starting in 1970, a downward trend is seen to emerge, with expenditure likely to exceed income and a possible slow erosion of the accumulated reserves. This trend would have to be countered by efforts to attract additional income.

64. Trends in income are analysed in tables 11 and 12. Table 11 indicates that while growth in the Endowment Fund has been painfully slow, varying from 1.3 to 2.8 per cent per year, income from the Fund has been rising by about 5 per cent annually as a result of investment. The level of the Fund in fact showed a slight drop in 1969 as a result of changes in the portfolio investments. These changes were however expected to improve the yield from the Fund.

65. At the present average annual rate of growth of about 2 per cent, the Fund is unlikely to reach even its initial target level of $5 million before 1990, that is 20 years from now, unless there is a change of heart on the part of the major outstanding potential contributors. Trends in, as well as the comparative importance of, various sources of income are shown in table 12. It will be noted that in 1969, 48 per cent of the Institute income came from the ILO subsidy, 27 per cent from the Endowment Fund, 8 per cent from ad hoc grants, 11 per cent from donations of fellowships and 5.5 per cent from interest on the cash reserves.
66. The cost of the annual ILO internship course is covered by a 350,000 credit in the ILO regular budget and has not been considered as Institute income for the purposes of Table 12.

67. The evolution of the ILO internship programme is shown in Table 14. Until 1966 the programme covered 21 participants. In 1967 it was increased to 30 participants to bring it into line with Institute study courses and to take into account the increase in ILO membership.

68. Responsibility for the course was transferred to the Institute in 1964. Expenditure on the course has been taken into account in the breakdown by programmes shown in Table 13, as the workload imposed by the course led to the Institute having to limit the number of its own study courses.

69. Annual variations in the breakdown of expenditure by programme shown in Table 13 reflect on the one hand the varying programme imperatives and on the other the efforts made to find a reasonable and healthy balance between the various heads of expenditure. Two discernible trends are a reduction in overheads and an emphasis on education, direct and indirect, as compared with research.

70. Table 15 shows trends in Institute staffing by categories, by man-months and by cost, both actual and as a percentage of total expenditure. The table indicates that professional staff has been relatively stable since 1964, varying within a range of 25 per cent. Marginal variations in staff costs in terms of percentage of total expenditure depend on the incidence during a particular year of relatively high cost events in the programme of activities. The exceptionally high staff cost factor in 1968 is thus explained by an unusually low cost programme of activities during that year (there was no major regional activity and the symposium planned for that year was postponed to 1969, thus enabling the staff to concentrate on publications, the launching of the International Educational Materials Exchange and preparation of future activities).

71. Table 16 shows transient personnel (outside researchers, students, etc.) making use of the Institute facilities and collaborating with the Institute at little or no cost. While their number has tended to grow, shortage of accommodation has precluded the acceptance of a growing number of requests for long-term research facilities at the Institute.

Table 10

<table>
<thead>
<tr>
<th>Year</th>
<th>Reserve Fund</th>
<th>Accumulated Cash Reserve</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>US dollars</td>
<td>US dollars</td>
<td></td>
</tr>
<tr>
<td>1961</td>
<td>47 487 1</td>
<td>N11</td>
<td>47 487</td>
</tr>
<tr>
<td>1962</td>
<td>105 362 1</td>
<td>23 556</td>
<td>128 918</td>
</tr>
<tr>
<td>1963</td>
<td>108 864 1</td>
<td>N11</td>
<td>108 864</td>
</tr>
<tr>
<td>1964</td>
<td>121 304 1</td>
<td>40 336</td>
<td>161 640</td>
</tr>
<tr>
<td>1965</td>
<td>126 223</td>
<td>89 997</td>
<td>216 220</td>
</tr>
<tr>
<td>1966</td>
<td>131 348</td>
<td>130 640</td>
<td>261 988</td>
</tr>
<tr>
<td>1967</td>
<td>136 765</td>
<td>230 633</td>
<td>367 398</td>
</tr>
<tr>
<td>1968</td>
<td>145 591</td>
<td>322 981</td>
<td>468 572</td>
</tr>
</tbody>
</table>
| 1969 | 156 000 2 (estimate) | 414 012 | 570 000  
| 1970 | 160 000 2 (estimate) | 451 000 | 611 000  
| 1971 | 110 000 (estimate) | 388 000 | 498 000  

1 A sum of $8,225 was withdrawn from the Reserve Fund in 1962 to cover the budget deficit. It was paid back into the Fund in 1964.

2 A withdrawal of $50,000 from the Reserve Fund is foreseen in 1970 to constitute a Building Fund.
Table 11
ENDOWMENT FUND OF THE INSTITUTE

<table>
<thead>
<tr>
<th>Year</th>
<th>Investments (Accumulated Fund on 31 December)</th>
<th>Interest (Transferred to Institute budget)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>US dollars</td>
<td></td>
</tr>
<tr>
<td>1960</td>
<td>774 387</td>
<td>13 887&lt;sup&gt;1&lt;/sup&gt;</td>
</tr>
<tr>
<td>1961</td>
<td>1 337 824</td>
<td>33 600&lt;sup&gt;1&lt;/sup&gt;</td>
</tr>
<tr>
<td>1962</td>
<td>1 915 263</td>
<td>66 100&lt;sup&gt;1&lt;/sup&gt;</td>
</tr>
<tr>
<td>1963</td>
<td>2 808 592</td>
<td>84 984</td>
</tr>
<tr>
<td>1964</td>
<td>3 160 160</td>
<td>119 711</td>
</tr>
<tr>
<td>1965</td>
<td>3 254 290</td>
<td>129 153</td>
</tr>
<tr>
<td>1966</td>
<td>3 304 372</td>
<td>138 267</td>
</tr>
<tr>
<td>1967</td>
<td>3 343 525</td>
<td>143 006</td>
</tr>
<tr>
<td>1968</td>
<td>3 436 351</td>
<td>150 659</td>
</tr>
<tr>
<td>1969</td>
<td>3 355 000&lt;sup&gt;2&lt;/sup&gt; (estimate)</td>
<td>158 000</td>
</tr>
</tbody>
</table>

Table 12
SOURCES OF INCOME OF THE INSTITUTE

<table>
<thead>
<tr>
<th>Year</th>
<th>Subsidies from ILO budget</th>
<th>Endowment Fund income</th>
<th>Ad hoc grants</th>
<th>Fellowships (including UNDP/TA)</th>
<th>Interest on cash reserves</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Amount</td>
<td>Percentage</td>
<td>Amount</td>
<td>Percentage</td>
<td>Amount</td>
</tr>
<tr>
<td>1962</td>
<td>125 000</td>
<td>72</td>
<td>-</td>
<td>-</td>
<td>39 202</td>
</tr>
<tr>
<td>1963</td>
<td>208 515</td>
<td>65</td>
<td>84 984</td>
<td>26</td>
<td>15 742</td>
</tr>
<tr>
<td>1964</td>
<td>197 289</td>
<td>37</td>
<td>119 711</td>
<td>22</td>
<td>192 050</td>
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<tr>
<td>1965</td>
<td>210 647</td>
<td>47</td>
<td>129 153</td>
<td>28</td>
<td>78 553</td>
</tr>
<tr>
<td>1966</td>
<td>236 773</td>
<td>49</td>
<td>138 267</td>
<td>29</td>
<td>35 255</td>
</tr>
<tr>
<td>1967</td>
<td>250 000</td>
<td>48</td>
<td>143 006</td>
<td>28</td>
<td>35 780</td>
</tr>
<tr>
<td>1968</td>
<td>250 000</td>
<td>48</td>
<td>150 659</td>
<td>29</td>
<td>22 814</td>
</tr>
<tr>
<td>1969</td>
<td>275 000</td>
<td>48</td>
<td>158 000</td>
<td>27</td>
<td>49 015</td>
</tr>
</tbody>
</table>

<sup>1</sup> Transferred to Reserve Fund.

<sup>2</sup> A slight drop in the book value of investments occurred in 1969 as a result of changes in portfolio of stocks.
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Programme development</td>
<td>55 640</td>
<td>12.5</td>
<td>70 117</td>
<td>17.2</td>
<td>103 190</td>
<td>19.3</td>
<td>126 708</td>
</tr>
<tr>
<td>Education</td>
<td>195 457</td>
<td>43.7</td>
<td>178 209</td>
<td>43.9</td>
<td>203 760</td>
<td>38.0</td>
<td>190 004</td>
</tr>
<tr>
<td>Research</td>
<td>99 000</td>
<td>22.1</td>
<td>56 221</td>
<td>13.9</td>
<td>110 500</td>
<td>20.6</td>
<td>156 566</td>
</tr>
<tr>
<td>Promotion of labour studies</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>15 564</td>
</tr>
<tr>
<td>Library</td>
<td>23 300</td>
<td>5.2</td>
<td>23 549</td>
<td>5.8</td>
<td>36 587</td>
<td>6.8</td>
<td>35 908</td>
</tr>
<tr>
<td>Administrative services</td>
<td>73 900</td>
<td>16.5</td>
<td>77 962</td>
<td>19.2</td>
<td>81 877</td>
<td>15.3</td>
<td>82 016</td>
</tr>
</tbody>
</table>
Table 14

ILO INTERNSHIP PROGRAMME
(Actual Expenditure and Financial Provision)

<table>
<thead>
<tr>
<th>Year</th>
<th>Expenditure</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>US dollars</td>
<td></td>
</tr>
<tr>
<td>1960</td>
<td>12 323</td>
<td>14,000</td>
</tr>
<tr>
<td>1961</td>
<td>13 814</td>
<td>15,000</td>
</tr>
<tr>
<td>1962</td>
<td>14 316</td>
<td>16,000</td>
</tr>
<tr>
<td>1963</td>
<td>21 291</td>
<td>19,000</td>
</tr>
<tr>
<td>1964</td>
<td>21 019</td>
<td>24,000</td>
</tr>
<tr>
<td>1965</td>
<td>25 457</td>
<td>26,000</td>
</tr>
<tr>
<td>1966</td>
<td>23 428</td>
<td>26,000</td>
</tr>
<tr>
<td>1967</td>
<td>43 241</td>
<td>50,000</td>
</tr>
<tr>
<td>1968</td>
<td>46 734</td>
<td>50,000</td>
</tr>
<tr>
<td>1969</td>
<td>56 700</td>
<td>50,000</td>
</tr>
</tbody>
</table>

Table 15

STAFF OF THE INSTITUTE
(With Breakdown by Category and Cost)

<table>
<thead>
<tr>
<th>Year</th>
<th>Professional (in man/months)</th>
<th>General Service</th>
<th>Costs (US dollars)</th>
<th>Percentage of total expenditure</th>
</tr>
</thead>
<tbody>
<tr>
<td>1962</td>
<td>60</td>
<td>24</td>
<td>95 797</td>
<td>49</td>
</tr>
<tr>
<td>1963</td>
<td>84</td>
<td>48</td>
<td>144 987</td>
<td>47</td>
</tr>
<tr>
<td>1964</td>
<td>144</td>
<td>72</td>
<td>188 612</td>
<td>39</td>
</tr>
<tr>
<td>1965</td>
<td>168</td>
<td>120</td>
<td>218 115</td>
<td>49</td>
</tr>
<tr>
<td>1966</td>
<td>144</td>
<td>134</td>
<td>226 572</td>
<td>56</td>
</tr>
<tr>
<td>1967</td>
<td>157</td>
<td>152</td>
<td>283 263</td>
<td>53</td>
</tr>
<tr>
<td>1968</td>
<td>188</td>
<td>164</td>
<td>345 069</td>
<td>72</td>
</tr>
<tr>
<td>1969</td>
<td>186</td>
<td>168</td>
<td>346 090</td>
<td>57</td>
</tr>
<tr>
<td>1970</td>
<td>192</td>
<td>168</td>
<td>373 480</td>
<td>62</td>
</tr>
<tr>
<td>1971</td>
<td>156</td>
<td>144</td>
<td>333 070</td>
<td>56</td>
</tr>
</tbody>
</table>
Table 16

TRANSIENT PERSONNEL USING PERSONNEL FACILITIES AND COLLABORATING WITH THE INSTITUTE

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Consultants</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>6</td>
</tr>
<tr>
<td>2. Research Scholars^1</td>
<td>3</td>
<td>2</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>3. Post graduate students (research doctoral theses)</td>
<td>-</td>
<td>-</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>4. Library trainees^2</td>
<td>-</td>
<td>-</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>5. Temporary research/assistants</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>6. Teaching fellows</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>5</td>
<td>4</td>
<td>9</td>
<td>19</td>
</tr>
</tbody>
</table>

^1 Canadian Government fellows.

^2 Students from the Geneva Library School.
APPENDIX XVIII

Eighteenth Item on the Agenda

INTERNATIONAL CENTRE FOR ADVANCED
TECHNICAL AND VOCATIONAL TRAINING

Report on the Tenth Session of the
Board of the Centre

Introduction

1. The Board of the Centre held its Tenth Session in Geneva on 27 February 1970 under the chairmanship of Mr. David A. Morse, Director-General of the ILO. It decided to submit to the Governing Body a report on its work during the session.

Approval of the Minutes of the Ninth Session

2. The Board approved the minutes of its Ninth Session.

Report of the Director of the Centre

3. The Director informed the Board of the negotiations which the Director-General and he himself had had with the Administrator of the UNDP and his associates, and of the subsequent discussions in the Financial and Administrative Committee of the ILO Governing Body on the Centre's financing.

4. The Director reminded the Board that at its last session it had unanimously decided to request the Chairman to put forward to the Governing Body the proposal of its Worker members that part of the financial requirements of the Centre should be provided by means of a subsidy from the ILO regular budget.

5. The Board had taken that decision after considering the report on the evaluation of the Centre prepared by Sir Eric Wyndham-White, the external consultant designated by the Administrator of the UNDP to undertake the evaluation decided upon by the Governing Body at its 175th Session.

1 See seventh sitting.
6. The Director reminded the Board that its Chairman, in his capacity as Director-General of the ILO, had submitted to the Governing Body a proposal for the provision from the ILO regular budget, for the financial year 1970-71, of a cash subsidy of $1 million plus an amount of $500,000 to be added to the credits for operational activities in order to finance fellowships.

7. The Director further reminded the Board of the subsequent debate in the Governing Body and of the Director-General’s acceptance on that occasion of a proposal that he should explore with the officers of the UNDP, before the Governing Body took a final decision, ways of increasing UNDP participation in the financing of the Centre.

8. Following the discussions which the Director-General and the Director of the Centre had had in Geneva, Turin and New York, the UNDP had indicated that in 1970 the level of its financing for each fellowship would be calculated to cover not only direct fellowship costs (to which UNDP financing had hitherto been limited), but also certain training costs relating to the salaries of the staff required for the training of each fellow. Furthermore, the 11 per cent overhead cost allocation would continue to be paid by the UNDP to the ILO for all such projects and would be transferred in full to the Turin Centre. Thus, fellowships of three months' duration would be provided by the UNDP at a unit cost of $3,600 (which would mean $3,996 when the overhead factor was added) compared with $2,200 hitherto. Fellowships of six months' duration would be provided by the UNDP at a unit cost of $4,700 ($5,217 when the overhead factor was added) compared with $3,400 hitherto.

9. On the basis of projections into 1971 of data on the growth of UNDP-financed fellowships at the Turin Centre between 1967 and 1970, the Director considered it reasonable to estimate that the UNDP would provide funds for about 500 fellowships of three months' duration, i.e. $2 million. It was understood that the total amount of UNDP financing in 1970 and thereafter would depend on the merits of the requests submitted by governments and on the results of a study of in-plant training facilities in industrialised countries to be undertaken by the UNDP in the spring of 1970 in co-operation with the ILO, the Turin Centre and UNIDO.

10. The Director indicated that an additional amount of about $500,000 would be provided from various sources, especially international organisations, to finance fellowships in the year 1970-71 and that the Italian Government would provide an annual subsidy of $1.5 million as from 1970-71 if the ILO Governing Body decided to make provision for the grant of a regular subsidy to the Centre.

11. Thus the total amount which the Centre could expect to obtain in 1971 from the above-mentioned sources would be about $4 million, i.e. $2 million from the UNDP, $1.5 million from the Italian Government and $500,000 from other sources.

12. The Director indicated that, having regard to these prospects and in order to provide the Centre with an amount of $5 million, the Director-General believed that it would now be sufficient for the ILO to provide the Centre with a cash subsidy of $700,000 for the 1970-71 financial year to be made available through the regular budget of the Organisation, and to provide funds for Turin Centre fellowships to the extent of $300,000 annually from its existing technical assistance budget credits, making a total ILO contribution of $1 million a year. With the exception of the contribution of the Italian Government, the cash subsidy of $700,000 would replace the voluntary contributions hitherto pledged to the Centre by governments.

13. The Director indicated that, despite the opposition of certain Government members (Czechoslovakia, USSR and United States), the Financial and Administrative Committee had recommended to the Governing Body that it should decide to provide financial support for the Centre as requested by the Board of the Centre and on the basis suggested by the Director-General.

14. The Director informed the Board of the present situation as regards training courses and indicated that the Centre expected to receive at least 1,000 trainees during the 1970 calendar year; the corresponding figures for previous years were as follows: 102 in 1965, 470 in 1966, 642 in 1967, 664 in 1968 and 812 in 1969. The Director stated that the Administrator of the UNDP had indicated his intention of recommending to the UNDP Governing Council at
its June 1970 session the adoption of an inter-regional project which would include approximately 250 fellowships, most of which would be granted to French-speaking African countries. Other projects had been approved by the UNDP for Peru and Guyana; a further project was about to be approved. These projects together represented about 300 fellowships for the 1970 calendar year, i.e. about $1.3 million on the basis of the new fellowship rate approved by the UNDP.

15. The Director stated that he intended to organise, from the beginning of 1971, regional projects for English-speaking African countries and Latin American countries in the first instance, and then for Asia, North Africa and Eastern Europe.

16. Mr. Malcolm S. Adiseshiah, Deputy Director-General and representative of UNESCO on the Board, expressed his Organisation's deep satisfaction at the increasingly close co-operation with the Centre and said that UNESCO would become an executing agency for UNDP-financed projects providing fellowships for training in Turin; the first project of this kind had already been submitted to the United Nations. UNESCO wished to expand the activities of the joint ILO/UNESCO research section and contemplated transferring to the latter some of its responsibilities in connection with programmed instruction and making provision in its next budget for an increased financial contribution to the Centre.

17. Ambassador Arpesani, Chairman of the Italian Committee for the Centre and an observer at the session, expressed satisfaction at the decisions taken by the UNDP and the Financial and Administrative Committee and stated that Italy would fulfil its responsibilities under the proposed arrangements.

18. The French Government representative expressed deep satisfaction at the solutions found for the Centre's financial problems.

19. The representative of Brazil said that his Government would support the formula arrived at for financing the Centre in the Governing Body.

20. Mr. Henniker-Heaton said that he wished to take the opportunity of the presence of senior staff of the Centre to state that the great majority of the Employers' group supported warmly the proposals made by the Financial and Administrative Committee for positive financial support from the ILO and he hoped that the Governing Body would confirm them.

21. Mr. Beermann said that the Workers' group would support the principle of an ILO subsidy for the Centre in the Governing Body.

Staff Regulations of the Centre

22. The Board had had before it since its previous session 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.

23. The Director said that the draft had been approved by the Staff Union Committee in October 1969. However, the Staff Union Committee had since been disavowed by a General Meeting of the Staff Union held on 10 February 1970 to discuss the draft of the Staff Regulations, and it had resigned and been replaced by a new Committee elected on 25 February 1970. The new Committee had expressed its opposition to the draft in telegrams addressed to members of the Board.

24. The Director asked the Board to defer consideration of the draft Staff Regulations in order to enable the new Committee to indicate the reasons for its opposition and suggested that a few members of the Board should be given an opportunity of studying the draft before it was discussed by the Board, and that, after hearing the views of the representatives of the Staff Union Committee, they should help the Board to find a generally acceptable solution.

25. The Board postponed consideration of the draft to a forthcoming meeting and decided to establish a working party composed of two persons from each group to advise the Director on the matter. The working party consists of the Government representatives of Colombia and Italy, Mr. Bastid and Mr. Waline for the Employers' group, and Mr. Beermann and Mr. Faupl for the Workers' group.
Date and Place of the Next Session


Supplementary Note

Proposed Decision concerning the Centre Submitted by the United States and Canadian Government Representatives (for consideration in relation to items 6 and 18 of the agenda)

The Governing Body:

(1) re-endorses the value of the principles on which the Turin Centre was founded and reaffirms its wish to see that a sound basis for its financing be found, consistent with its objectives;

(2) recognises the need for long-term planning so as to:

(a) make the best possible contribution to meeting the demonstrable needs of the developing countries; and

(b) enable the Director of the Centre to make the most effective use of his resources in meeting the demand for training;

(3) requests the Director to co-operate fully with the UNDP in its proposed study of training needs and suggests that the study include a survey of the governments of developing countries asking them to consider their long-term needs for the type of training provided by Turin and to make estimates of their fellowship requirements;

(4) requests the Director on the basis of the survey to give fresh consideration, in concert with the UNDP, to the most appropriate means of financing the Centre's training programme.
APPENDIX XIX

Nineteenth Item on the Agenda

REPORT OF THE DIRECTOR-GENERAL

I. OBITUARY

Mr. Ahmed Fahim

1. The Director-General announces with deep regret the death of Mr. Ahmed Fahim, Worker deputy member of the Governing Body, on 23 December 1969 after a long illness.

2. Mr. Fahim was born in 1918 in Cairo, and completed his studies at the University of Technical Studies, Meballa el Kouba. From 1938 onwards he became a militant member of the Egyptian Federation of Textile Unions, and eventually became the President of this Federation. When in January 1957 the General Confederation of Egyptian Workers was constituted, Mr. Fahim became the Vice-President of the new body, and was appointed President in 1962. He was also active in politics, as a member of the Central Committee of the Arab Socialist Union, the ruling party in the United Arab Republic, and was formerly Deputy Speaker of the National Assembly of the United Arab Republic.

3. Mr. Fahim's first contact with the ILO was in 1957 when he attended the Conference as Egyptian Workers' adviser. He was subsequently present at most sessions of the Conference as Workers' delegate or adviser of his country until June 1969. He was elected a Worker deputy member of the Governing Body for the period 1963-1966 and again in June 1969, but was prevented by illness from attending the last session.

4. The Governing Body will doubtless wish the Director-General to convey its sympathy to Mr. Fahim's family.

1 See first and seventh sittings.
II. COMPOSITION OF THE GOVERNING BODY

Government Group

5. The Government of Ecuador has appointed as its regular representative Dr. J.R. Martínez Cobo, Ambassador, Permanent Representative of Ecuador in Geneva, and as its substitute representative Mr. J.A. Nájera, Minister, Deputy Permanent Representative of Ecuador in Geneva.

6. The Government of Kenya has appointed as its substitute representative Mr. J.B.O. Omondi, Senior Labour Officer.

Workers' Group

7. The Chairman of the Workers' group has informed the Director-General that the Workers' group of the Governing Body on 2 March 1970 appointed Mr. Gabriel Khoury, President of the Lebanese Federation of United Trade Unions of Salaried Employees and Manual Workers, as a Worker deputy member to fill the vacancy created by the death of Mr. Ahmed Fahim.

III. PROGRESS OF INTERNATIONAL LABOUR LEGISLATION

Ratification of Conventions

8-9. [Paragraphs 8 and 9 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 (Geneva, ILO).]

Ratifications Authorised
(Article 19 of the Constitution)

10. The ratification of the following international labour Conventions has been authorised in the following countries:

Finland

Seafarers' Identity Documents Convention, 1958 (No. 108);
Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

Tunisia

Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8);
Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16);
Seamen's Articles of Agreement Convention, 1926 (No. 22);
Repatriation of Seamen Convention, 1926 (No. 23);
Shipowners' Liability (Sick and Injured Seamen) Convention, 1936 (No. 55);
Minimum Age (Sea) Convention (Revised), 1936 (No. 58);
Minimum Age (Industry) Convention (Revised), 1937 (No. 59);
Medical Examination (Seafarers) Convention, 1946 (No. 73);
Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77);
Paid Vacations (Seafarers) Convention (Revised), 1949 (No. 91);
Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117);
Guarding of Machinery Convention, 1963 (No. 119);
Hygiene (Commerce and Offices) Convention, 1964 (No. 120);
Maximum Weight Convention, 1967 (No. 127).

Yugoslavia
Guarding of Machinery Convention, 1963 (No. 119);
Employment Injury Benefits Convention, 1964 (No. 121).

IV. INTERNAL ADMINISTRATION

Appointments and Promotions under Article 4.2(d) of the Staff Regulations

11. Article 4.2(d) of the Staff Regulations of the International Labour Office provides as follows:

"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 shall be reported to the Governing Body with a short statement of the qualifications of the persons so promoted or appointed."

12. The following appointments and promotions are reported to the Governing Body under the above-mentioned article.

(1) Mr. Desmond L.W. Anker (United States)

Appointed Chief of the Co-operative, Rural and Related Institutions Branch, and promoted to grade D.1, with effect from 1 February 1970. Born on 21 July 1913. Prior to joining the ILO was Assistant Professor of Agriculture Economics at Oklahoma Agricultural and Mechanical College, held various posts in UNRRA, was an agricultural economist in the United States Department of Agriculture. Joined the ILO in December 1948 as a Member of Section (P.2/3) in the Agricultural Section; transferred to the Rural and Indigenous Workers Division on 1 January 1959, promoted to Principal Member of Division (P.4) on 1 February 1959. Appointed Chief of the Rural Institutions Section and promoted to P.5 on 1 April 1964. Seconded to the United Nations for one year in October 1966.
(ii) Mr. David S. Blanchard (United States)

Appointed Chief of the Maritime Branch of the Conditions of Work and Life
Department, at grade D.1, effective 1 February 1970. Born on 4 September 1915.
Prior to joining the ILO was insurance underwriter (1939-1942) and served with the
United States armed forces (1942-1946). Joined the ILO as Member of Section
(P.2/3) in the Maritime Section in August 1947; promoted to Principal Member of
Division (P.4) on 1 January 1958, transferred to the Industrial Workers Division in
January 1959. Appointed Counsellor in the Washington Branch Office of the ILO in
September 1959.

(iii) Mr. Pierre C. Boulas (French)

Chief of the Conference Services Branch, promoted to grade D.1 with effect
from 1 January 1970. Born on 14 March 1921. Joined the ILO in February 1947 as
Member of Section (P.2/3) in the Editorial Section, transferred to the Office of the
Deputy Director-General in March 1954, returned to the Editorial Division and
promoted to Principal Member of Division (P.4) in November 1954, transferred to the
Official Relations Division in December 1957, promoted to Counsellor (P.5) in
May 1963, named interim Chief of the Conference Services Branch in September 1965,
and then Chief.

(iv) Mrs. Elizabeth Johnstone (Canadian)

Co-ordinator of the Women, Young Workers and Older Workers Programmes, promoted
to grade D.1, with effect from 1 January 1970. Born on 30 April 1914. Joined
the ILO as a junior official in the Documentation Service in 1937. Was a Member of
Section (P.2/3) in the Employment Section from 1938 to 1949. Transferred to the
Manpower Division in 1950, to the Operational Services in May 1953 and to the
Special Research and Reports Division in March 1954. Promoted to Principal Member
of Division (P.4) on 1 January 1957. Transferred to the Women and Young Workers
Division in January 1958. Promoted to Counsellor (P.5) on 1 January 1964.

(v) Mr. Jacques E. Lemoine (Belgian)

Chief of the International Organisations Branch, promoted to grade D.1 with
effect from 1 January 1970. Born on 30 November 1923. Prior to joining the ILO
was Committee Secretary at the 27th (1945) Session of the International Labour
Conference and at the 1945 Maritime Preparatory Technical Conference. Joined
the ILO on a permanent basis in July 1946 as Member of Section (P.2/3) in the
International Organisations Section; transferred in 1948 to the ILO Liaison
Office with the United Nations in New York, transferred in July 1951 to the
Personnel Office, to the Office of the Deputy Director-General in 1955, and to
the Personnel Office in 1957. Returned to the International
Organisations Division in 1958, rejoined the Personnel Office and was promoted
to Principal Member of Division (P.4) in February 1959, returning once again to the
Named Chief of the International Organisations Branch on 1 July 1969.

V. PUBLICATIONS

13. Work in connection with the programme of reports for the 54th (1970) Session
of the International Labour Conference is proceeding normally. The following have
been issued: Report III (Part 2), entitled Summary of Reports on Selected
Recommendations - Health, Welfare and Housing of Workers: Report IV(2), entitled
Holidays with Pay; Report VII, entitled Trade Union Rights and their Relation to
Civil Liberties, and Report VIII(2), entitled Protection and Facilities Afforded to
Workers' Representatives in the Undertaking. Report V(2), entitled Minimum Wage-
Fixing Machinery and Related Problems, with Special Reference to Developing
Countries, and Report VII(2), entitled Special Youth Employment and Training Schemes
for Development Purposes are at the press and Part 2 of the Report of the Director-
General, entitled Activities of the ILO, 1969 is well advanced.

15. Three summary reports and questionnaires on items II, IV and V of the agenda of the 55th (Maritime) Session of the Conference have been issued and despatched to the governments of member States. These reports are: Report II(1), entitled Crew Accommodation; Report IV(1), entitled Problems Arising from Technical Developments and Modernisation on Board Ship, and Report V(1), entitled Accident Prevention on Board Ship At Sea and in Port.

16. The Report of the Director-General to the Ninth Conference of American States Members of the ILO has been issued in English and Spanish.

17. The Code of Practice on Safety and Health in Forestry Work and the Guide to Safety in Agriculture have been published in English, French and Spanish. The Spanish edition of the International Standard Classification of Occupations is nearing completion. The study Measuring Labour Productivity was published in English and French, and the French edition of Minimum Wage-Fixing and Economic Development has been issued. The report of the Study Group to Examine the Labour and Trade Union Situation in Spain, issued as Special Supplement II to Vol. LII (1969), No. 4, of the Official Bulletin, was also printed for separate distribution under the title The Labour and Trade Union Situation in Spain. An edition of collected speeches made at the General Assembly of the United Nations on the occasion of the fiftieth anniversary of the ILO, entitled 50 Years of the ILO was also published.


19. The 1969 trilingual edition of the Year Book of Labour Statistics was issued at the usual date.

20. Several publications of a specialised character have been published by internal offset in limited editions. They include: Adaptation of Jobs for the Disabled (in English), Rural Employment Problems in the United Arab Republic (in English), Employment Problems and Policies in the Philippines (in English), Measuring Minimum Wage Effects in the United States (in English), La croissance sectorielle de l'emploi (Sectoral growth of employment) (in French) and L'impact macro-économique de la sécurité sociale (The macro-economic impact of social security) (in French).

21. The regular issues of the International Labour Review, Official Bulletin, Minutes of the Governing Body, Legislative Series and Bulletin of Labour Statistics have been published or are in the press. Two special supplements to Vol. LII (1969), No. 4, of the Official Bulletin and the Summary Record of the Fifth Session of the Committee on Work on Plantations have been issued.

22. Among ILO publications reprinted or in process of reimpersion since the last session of the Governing Body mention should be made of the following: Introduction to Work Study (in English and French), Jo Evaluation (in English), Maintenance and Repair of Motor Vehicles (in English), Payment by Results (in English), How to Read a Balance Sheet (in English and French), The Enterprise and Factors Affecting Its Operation (in Spanish) and the workers' education manuals on Accident Prevention (in English and Spanish) and Collective Bargaining (in English, French and Spanish).
First Supplementary Report

Award of the Nobel Peace Prize for 1969

1. In accordance with decisions taken by the Governing Body at its 177th Session (November 1969) the Director-General proceeded to Oslo to receive the Nobel Peace Prize award in the name of the International Labour Organisation. He was accompanied by a tripartite delegation consisting of the Officers of the Governing Body (Ambassador Héctor Gros Espiell, Chairman, Mr. Gullmar Bergenström, Employer Vice-Chairman, and Mr. Jean Möri, Worker Vice-Chairman). Mr. Bertil Bolin, Assistant Director-General, and Mr. Kyrii Tidmarsh, Executive Assistant to the Director-General, were also present.

2. The presentation ceremony took place in the Aula of Oslo University on 10 December 1969 in the presence of the King of Norway, members of the Royal Family, the Diplomatic Corps and the Norwegian Government. Presenting the award to the International Labour Organisation, the Chairman of the Nobel Committee of the Norwegian Parliament, Mrs. Aase Lionaes, delivered the following address:

"When Alfred Nobel died on 10 December 1896 his will and testament revealed that he had instituted five Nobel prizes: one for physics, one for chemistry, one for literature, one for medicine, and a peace prize.

While Swedish institutions were entrusted with the task of awarding the first four prizes, Nobel decided, for reasons not exactly known, that a committee of five members, appointed by the Norwegian Storting, should be entrusted with the great honour and responsibility of awarding the Peace Prize.

Alfred Nobel not only specified who was to award the Peace Prize, but he also laid down the rules to be followed by the committee in choosing a candidate for the Prize. He states in his will that the Peace Prize is to be awarded to the person who has done most to promote brotherhood among the nations.

With this consideration in mind the Nobel Committee of the Norwegian Storting has awarded the Peace Prize for 1969 to the International Labour Organisation.

Beneath the foundation stone of the ILO's main office in Geneva lies a document on which is written:

"Si vis pacem, cole justitiam" - If you desire peace, cultivate justice.

There are few organisations that have succeeded, to the extent that the ILO has succeeded, in translating into action the fundamental moral idea on which it is based.

Why, we may ask, did the demand for social justice receive such a tremendous impetus when the ILO was founded fifty years ago?

I think the reason is because, at the conclusion of the First World War in 1918, the underprivileged members of the community were in a historical situation in which they were not only able to obtain the ear of Europe's leading politicians, but were also strong enough, should the need arise, to back their demands with force.

During the war, the working class had loyalty set their own claims aside, to serve their national cause, and they had in full measure borne the sufferings and privations of war.
But at trade union congresses held in 1916, 1917, and 1918, the demand was made that the trade union movement should participate in discussing the future peace treaty. It was emphasised that workers should be guaranteed a minimum standard of working conditions after the war, and that a permanent body, to ensure the carrying out of international legislation in this respect, should be established.

In the wake of hostilities came a spate of violent social and political upheaval, of which the Russian revolution of 1917 and the German revolution of 1918 were typical examples.

For this and other reasons it was somewhat of a political imperative, when the peace treaties in Versailles in 1919 were to be drafted, to include clauses which aimed to secure peace not only among nations but among the classes in the various countries.

At its very outset the Peace Conference took the unprecedented step of setting up an international committee for labour legislation. The committee consisted not only of government delegates, but also of employers and employees, including Samuel Gompers, the USA trade union leader, and France's Leon Jouhaux. Politicians were represented by Harold Butler of the United Kingdom and Eduard Beneš of Czechoslovakia.

In this way the ILO, in common with the League of Nations, became part of the Versailles treaties, in which guidelines for international socio-political co-operation were laid down.

Reading this special section of the Versailles Treaty, and bearing in mind that it was written in 1919, one is compelled to agree with Paal Berg when he declared that this was one of the most remarkable diplomatic documents we have ever seen. The following citation has been taken from the Treaty:

"... the League of Nations has for its object the establishment of universal peace, and such a peace can be established only if it is based upon social justice;

And whereas conditions of labour exist involving such injustice, hardship, and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled; and an improvement of those conditions is urgently required: as, for example, by the regulation of the hours of work, including the establishment of a maximum working day and week, the regulation of the labour supply, the prevention of unemployment, the provision of an adequate living wage, the protection of the worker against sickness, disease and injury arising out of his employment, the protection of children, young persons and women, provision for old age and injury, protection of the interests of workers when employed in countries other than their own, recognition of the principle of freedom of association, the organisation of vocational and technical education and other measures; (...) the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries".

This statement is followed by the guidelines for the ILO and the principal tasks this Organisation should aim to solve. These are summed up in nine points, which have often been called the Magna Charta of the working class.

These include, among other things, the principle that labour is not a piece of merchandise; and it lays down the right for employees, as well as employers, to organise themselves, the right of workers to receive a reasonable wage, the eight-hour day or the 48-hour week, a ban on child labour, equal pay for men and women for the same work, and every country is furthermore to organise a system of labour inspection in which women, too, are to play their part in ensuring that labour legislation is adhered to.

The ILO was organised as a specialist organisation, under the League of Nations, with a view to carrying out this programme.
And what has been the result? Have the fine words in a solemn document come true, or were they merely writing in the sand, a remote vision glimpsed by unpractical dreamers?

As we look at the everyday world around us today we are compelled to admit that many of the aims that the ILO set itself have been achieved in many parts of the industrialised world.

Working earnestly and untiringly, the ILO has succeeded in introducing reforms that have removed the most flagrant injustices in a great many countries, particularly in Europe. By means of a levelling of income and a progressive policy of social welfare, the ILO has played its part in these countries in bridging the gap between rich and poor.

How has the ILO succeeded in carrying out such significant parts of its programme?

I believe that the answer to some extent is to be found in the somewhat special form of organisation peculiar to the ILO.

The ILO's resolutions, passed at the annual Labour Conferences, are backed by discussions and negotiations in which not only government delegates participate, but also independent representatives of leading employers' and employees' organisations in every single country.

Joint discussions of problems between these three independent pressure groups create a possibility of arriving at realistic solutions of important social problems, as well as deciding how these measures are to be carried out in practice in the various countries.

This is the structure of the Organisation: but its decisive feature, what makes the mechanism work, is naturally the people themselves, far-seeing men of good will, inspired with a belief in the possibility of building a peaceful world based on social justice.

What means are at the disposal of the ILO in order to implement its programme?

In the first place the ILO aims to create international legislation ensuring certain norms for working conditions in every country.

In the course of its fifty years of existence the ILO has adopted a total of 128 Conventions and 132 Recommendations. These cover a wide range, from working hours to equal pay for equal work, from health insurance to the abolition of forced labour, from social security for foreign workers to the task of securing the rights of trade unions.

But are these measures respected in the various countries, are they incorporated as part and parcel of the national laws, or is the position this, that delegates in Geneva vote for the most sweeping resolutions, which are then consigned to the bottom drawer in a government department upon their return?

It is precisely in this field that the ILO, one of the first international organisations in the world to do so, has pioneered in the international sphere, creating organs which carry out the work of supervising the implementation of the Conventions adopted by member States, and their embodiment in national law and practice.

Time does not permit me, here and now, to illustrate this important point in detail: let me merely mention that the ILO's Constitution obliges member States to draw up annual reports, stating what measures have been taken to observe the provisions contained in the ratified Conventions.

Another important point is that the ILO Constitution gives the labour organisations in a country the right to lodge a complaint if a government fails to carry out the Conventions which the authorities of that country have ratified. The right to lodge a complaint also includes the right of a State to prosecute a member State for violating provisions in Conventions that both States have ratified.
During these fifty years the ILO has adopted over 250 Conventions and Recommendations. And even though not all its 121 member countries have ratified anything approaching all the Conventions, I believe we are justified in saying that the ILO has permanently influenced the social welfare legislation of every single country.

Norway has not ratified all the Conventions as yet, but I am glad to be able to state that Norway occupies the seventh place among all member countries of the ILO with regard to the number of ratifications, having ratified a total of 63 out of 128 Conventions.

The Norwegian Minister of Social Welfare, Mr. Aarvik, declared at this year's Labour Conference in Geneva that "out of 63 Conventions ratified by our country no less than 43 have had considerable influence on the development of our labour conditions and social security".¹

When war broke out in 1939 the ILO was naturally faced with great difficulties. The Organisation moved to Montreal in Canada, where it continued its work for freedom and democracy against Nazism and dictatorship.

One of the most important events in the activities of the ILO during the war was the Labour Conference held in Philadelphia in 1944 on the occasion of the twenty-fifth jubilee of the Organisation.

Forty-one States, among them Norway, were represented at this Conference. The Philadelphia Conference constitutes an historic milestone in the development of the ILO, because, apart from confirming the principles of the Organisation such as they were adopted in 1919, it also drafted a declaration expressing a new and more dramatic conception of the ILO's tasks and responsibilities with regard to combating insecurity and poverty.

At the invitation of President Roosevelt the Conference was concluded with a meeting in the White House in Washington. In a speech to delegates, Roosevelt stated that the Philadelphia Declaration was an historic document on a line with the United States' own Declaration of Independence in 1776.

When the war was over and the United Nations Organisation was established in 1945, the ILO was linked to UNO as an independent expert organisation.

The ILO now had a far wider field of action than it had enjoyed during its first twenty-five years.

Just as it may be said that one of the motive forces for the foundation and Constitution of the ILO in 1919 was the social and political upheaval that followed in the wake of the First World War, so we can say that shifts in the international political balance of power, after the Second World War, proved decisive to the enlarged aims of the ILO in 1945 and on.

The old European colonial powers disintegrated, and over 60 new States were given independent status on the map of the world and in time, too, in the ILO. The ILO was no longer an essentially European organisation, dominated by the special conditions obtaining in industrialised Europe. The ILO had primarily become a global organisation, whose membership represented practically all races and religions in the world, whose traditions, culture, and history, economic and social problems, were entirely different from those with which the ILO was faced before the war.

After the First World War the main task of the ILO was to build a bridge between poor and rich in member countries. After the Second World War its task was a far more formidable one, that of building a bridge between the poor and rich nations.

Today it can be said that the dominant feature in the work of the ILO during the last twenty years has been technical aid and relief programmes in the developing countries. Working in close co-operation with UNO and its many specialised organisations, such as PAO, UNESCO, the World Health Organisation, the International Atomic Energy Agency, and others, and with financial support from UNO, the ILO has succeeded in carrying out research projects and making basic investments in developing countries, with a view to developing their agriculture, industry, and other sides of their economic life.

The birth of new States in Africa and Asia has not only enlarged the ILO's scope of activity; it has also created a certain internal political tension in the Organisation, which we sincerely hope can be overcome.

The basic reason for this tension is that the ILO's special form of organisation, with independent representatives for governments, for free trade union organisations, and for employers' associations, has created problems with regard to the membership of new countries, because many of them have not as yet developed free labour organisations. In these new countries governments nominate both workers' and employers' representatives. This is in complete violation of one of the decisive principles in the entire form of organisation on which the ILO is based. As yet we do not know how this conflict will develop, but it is vital to the whole future of the ILO that it should be solved in such a way that the independence and political neutrality of the ILO can be preserved.

It is primarily the economic and social problems in the developing countries that have faced the ILO with the tremendous task it has undertaken to solve during the next ten years, and which has been called "THE WORLD EMPLOYMENT PROGRAMME".

In the rich industrialised countries we consider ample resources of labour a sign of wealth. After the war, too, we have gradually learnt the technique of controlling the economic climate in such a way that we have avoided the unemployment with which, as a mass phenomenon, we were familiar before the war.

In the developing countries, on the other hand, unemployment and under-employment are today social evils which keep millions of people steeped in hopeless poverty.

While a certain growth can be noted in the economic life of these countries, on the other hand a population explosion is taking place which prevents this growth from promoting a rise in the standard of living of the whole nation.

 Millions of people consequently live on the fringe of a physical minimum of subsistence, without any hope of enjoying their share in a progressive development.

The ILO calculates that by 1970 the population of the world will have reached a figure of 3,600 million people. Of these, 1,510 million will comprise able-bodied men and women. But in the course of the decade commencing in 1970, the able-bodied population of the world will increase by 280 million people. It is disturbing to contemplate that the bulk of this growth, viz. 226 million people, will take place in countries with the smallest capacity for finding them employment, whereas the industrialised countries, in which today there is frequently a pressing need to increase the labour force, will show an increase of only 56 million people.

How will the ILO tackle this gigantic task, that of finding work for the whole population of the world? And what possibilities has the ILO of solving in this way the problem which has loomed largest during our century: that of reducing, nay, removing, the gap between the rich and the poor nations of the world, and adjusting the population explosion to a harmonious economic and social evolution?

At the ILO's fiftieth jubilee Conference in Geneva this summer the Director-General of the ILO, Mr. David A. Morse, expressed the hope he entertained for carrying out this plan in these words:
"Let us make it possible for future generations to look back on this
great fiftieth anniversary Conference as marking the beginning of an
era - an era when the instincts of solidarity among the peoples of
the world were effectively mobilised in a concerted, world-wide
attack on poverty."¹

This massed campaign against poverty will not only be organised by
the ILO: it will be supported by all the UNO special organisations, as
part and parcel of UNO's second development decade.

The first task of the ILO will be to send experts to those parts of
the world covered by the project - Latin America, Asia, and Africa - where,
hand in hand with national authorities, a long-term plan will be drawn up
laying down aims for vocational training and employment of the population.

The other task will be to participate in a programme of action which
will give effect to the plans that have been drawn up.

The ILO cannot, of course, on its own create new jobs; but it can give
advice and help to countries desirous of putting their populations to work.

The ILO can assist in such fields as the implementation of agrarian
reforms, agricultural projects, industrialisation, public works, the
development of training and vocational guidance programmes, choice of
investment sectors, development of trade, etc.

For this reason the ILO's plan does not consist merely of collecting
statistical data on the population aspects of the problems involved: in
these areas it will also have a direct bearing on the entire economic and
social development in these areas.

Through this work the ILO is endeavouring to promote the capacity of
developing countries to help themselves. No help from outside, however
well-intentioned and selfless it may be, can replace the developing
countries' own will to help themselves.

For this reason carrying through the World Employment Programme will
prove a challenge both to the developing countries and to the industrialised
countries: if they can work realistically together, they will also achieve
their ideal aim, a world living in peaceful co-existence.

The ILO's main task will be to ensure that this new world is based on
social justice: in other words, to fulfil the command that is inscribed
on the document from Geneva:

"Si vis pacem, cole justitiam" - If you desire peace, cultivate justice.

And may we add, by way of summing up our experience during these
fifty eventful years, and as a guideline for the future: just as peace
is indivisible, so also is justice."

³ In his speech of acceptance, the Director-General said:

"No one who rises to accept the Nobel Peace Prize either in his
individual capacity or, as in my case, on behalf of an organisation, can
fail to be profoundly moved, particularly in view of the high quality and
great variety of work which has been honoured in this manner over the past
sixty-eight years. For the history of the Nobel Peace Prize is in large
measure the history of man's efforts throughout the present century to
establish a just and lasting peace. "Fraternity among nations", the goal
which Alfred Nobel so discerningly singled out in his will as an object of
special attention, is so difficult of attainment that any recipient must
feel, in the words of Woodrow Wilson on this same occasion in 1920, a "very
poignant humility before the vastness of the work still called for by this
cause".

¹ See ILO: Record of Proceedings, op. cit., p. 418.
The quest for peace has many facets, and the one which is of particular concern to the International Labour Organisation relates to the creation of a foundation of social justice on which lasting peace can be built. I think Ralph Bunche, in his Nobel lecture in 1950, described our task succinctly: "If peace is to be secure, long-suffering and long-forgotten peoples of the world, the under-privileged and the under-nourished, must begin to realise without delay the promise of a new day and a new life".

To the realisation of this promise the ILO has devoted itself unceasingly during its fifty years of activity. But social justice is no less difficult to attain than the ultimate goal of world peace, of which it is in a sense the reciprocal. Although the social and economic conditions in the industrialised countries during the nineteenth and early twentieth centuries, which gave rise to the creation of the ILO, have been greatly ameliorated since 1919, a whole set of new problems has emerged, problems which are in many ways even more baffling and intractable than those of an earlier era.

Broadly speaking, the economic and social progress in the ILO's industrialised member States has meant that the most acute problems of the early twentieth century, such as gross exploitation, physical and economic insecurity and child labour, have now to a large extent been understood and begun to be effectively dealt with. The ILO has also been concentrating more and more effectively upon certain essential human rights, including in particular freedom of association, freedom from forced labour and freedom against discrimination in employment. I think it fair to say that great strides have been made in the protection of the worker and the recognition of his rights and status in society.

But with the accession to independence of large numbers of former colonial territories significant new challenges have been encountered. Foremost among these is the need to find ways to combine rapid economic and social development with a system of distribution of the fruits of development which will result in improvement of the standard of living of all the people in the countries concerned, and particularly the most disadvantaged. Fundamentally that is what the development effort is all about. The key to attaining this goal lies in focusing the attention of the world on the urgent need to improve levels of employment in these regions. There are approximately 300 million people either unemployed or substantially under-employed at present in the developing world, and with the ranks of job-seekers certain to swell enormously in the coming decade as a result of the current population explosion, a problem of truly dramatic proportions has emerged. Unless this problem is effectively dealt with, it will constitute an insurmountable barrier to meaningful development and to peace.

The ILO has therefore launched this year a World Employment Programme. We have appealed to the world at large for help in solving this problem. We have been encouraged by the unanimous political support for the aims of the Programme which we have received from governments, workers' and employers' organisations, as well as from organisations in the international community. Our message has been heard and understood. We are therefore confident that efforts to eliminate poverty through employment creation will be given a central position among the fundamental objectives of the United Nations system during the Second Development Decade, which is expected to begin in 1970. In this programme, as in all other areas of ILO action, the continuing vitality of the tripartite principle which makes the ILO unique among international organisations has been felt and clearly demonstrated. This tripartism is reflected on this occasion by the fact that I am accompanied here today by the Officers of the ILO Governing Body, the Chairman, H.E. Ambassador Héctor Gros Espiell, and Mr. Gullmar Bergenström and Mr. Jean Mörri, the Employer and Worker Vice-Chairmen of the Governing Body.
What we in the ILO seek to achieve through all our programmes is the elimination of poverty, hardship and privation which weigh so heavily upon the dispossessed peoples of this earth. Our Organisation is central to the international effort to raise their standards of living, to improve their living and working conditions, and to secure to them fundamental human rights to the end that they may take their place in society as free, dignified and self-governing people. To the extent that our efforts, and those of governments and members of the international community, are successful in achieving these ends, the basis will be laid for a stable and durable system of world peace. But in making this statement we have no illusions about the difficulties which stand in our way.

Though this is our fiftieth year as an organisation we are only at the beginning of our task. We have learned in these years that despite all the results achieved in the material and social fields men continue to be dissatisfied because they have found no satisfactory answers to their moral and spiritual needs. Our Constitution itself places upon the ILO responsibility for ensuring that conditions are created in which human beings can pursue "both their material well-being and their spiritual development". I believe that our response to this fundamental mandate must be greater in the future. That is what the social dimension of the ILO's greater objective means. Despite all that we and others have done in the past there still remains for society as a whole the problem of helping mankind achieve a better balance in mental, spiritual, physical and economic well-being.

This dramatic issue has become more complicated with rapid technological advance and the inability of man and society to adapt quickly enough to this advance. What has happened in our contemporary period is that we have come to worship technological advance, but are horrified by the growing dimension of poverty in the world; that we are impressed by what science has devised, but are concerned at society's inability to find the means of applying its benefits fairly and equitably, both within and between nations, for the general well-being of the ordinary man; that we are appalled and shocked at the magnitude of the sums invested for weapons of war and mass destruction and at how inadequate are the amounts provided for the economic, social and spiritual advancement of the human beings, anger and frustration which are caused by these frightening contradictions confront mankind with a vast and growing social and political danger. The efforts of the ILO, of the entire United Nations system, and of each and every one of us, must more than ever before be committed to the reduction and ultimate elimination of this danger. We must re-equip ourselves with the necessary means and understanding to meet these enormous new challenges to man's ability to make and keep the peace.

On behalf of all our constituents, governments as well as employers and workers of our 121 member States, on behalf of all my staff, and in tribute to all those who in the past have faithfully served our Organisation, I should like to express our profound gratitude to the Nobel Committee of the Norwegian Storting for having singled out the International Labour Organisation to receive the Nobel Peace Prize. This award will give us renewed strength to carry forward our work. It will be a continuing inspiration to us in all of our efforts, in the years to come, to help to construct a more just society in a world of peace.

4. The Nobel Committee gave the traditional dinner for the prize winner on the evening of the award and during the stay in Oslo receptions were given by the Norwegian employers' and workers' organisations, as well as by the Municipality of Oslo.

5. As required by the Nobel Foundation statutes, the Director-General delivered a lecture at the Nobel Institute, Oslo on 11 December 1969. This lecture was entitled "The ILO and the Infrastructure of Peace". The text in English, French and Spanish is available to members of the Governing Body upon request.

6. Before returning to Geneva, the delegation paid a one-day visit to Sweden on 12 December at the invitation of the Swedish Government. In Stockholm the same party were the guests at a lunch given jointly by the Swedish Employers' Federation and the Swedish Federation of Trade Unions. During the evening of 12 December they were the guests of the Swedish Government at a formal dinner.

7. The Nobel emblem and scroll are currently on show in the Governing Body room. The prize money of 375,000 Swedish Kronor is being held in a separate account, as decided by the Governing Body.
Second Supplementary Report

Study of the Capacity of the United Nations Development System

1. As the Governing Body is aware, the Administrator of the United Nations Development Programme (UNDP) arranged for an independent consultant to undertake a study of the capacity of the United Nations system to handle the resources made available by UNDP, first at their present level and, secondly, if doubled over the next five years. The Capacity Study, dated 30 September 1969, was published in early December in two volumes.

2. The Director-General feels that this report should be brought to the attention of the Governing Body at the earliest opportunity, and a copy of the Capacity Study is accordingly being made available to each member and deputy member of the Governing Body. The Capacity Study, having been commissioned by the Administrator of the UNDP, will be considered in the first instance by the Governing Council of the UNDP, and the Director-General therefore does not envisage that the Governing Body should take any action in the matter at its present session, but it may welcome the opportunity for a preliminary exchange of views.

3. A further note setting out the Director-General's comments and views on the Capacity Study will be issued as soon as the consultations now under way with the Secretary-General of the United Nations, the Administrator of the UNDP, and the executive heads of the other specialised agencies have been completed.

Addendum to the Second Supplementary Report

Study of the Capacity of the United Nations Development System: Comments of the Inter-Agency Consultative Board

1. The Governing Council of the United Nations Development Programme invited the comments of the Inter-Agency Consultative Board (IACB) on the Study of the Capacity of the United Nations Development System, a copy of which is being made available to each member and deputy member of the Governing Body. The Inter-Agency Consultative Board, composed of the executive heads of the specialised agencies, met in New York from 3 to 5 February 1970 under the chairmanship of the Administrator of the United Nations Development Programme. Its comments on the Capacity Study are appended.

2. Consultations with the Secretary-General of the United Nations, the Administrator of UNDP and the executive heads of the other specialised agencies have resulted in an agreed view, which the Director-General fully shares and which is reflected in the report of the Inter-Agency Consultative Board. The Director-General accordingly does not propose to submit further views or comments on the Capacity Study at this stage.

Third Supplementary Report


Fourth Supplementary Report

Procedure for the Appointment of Committees by the Conference

Fifth Supplementary Report

Use of Nobel Prize Money

[At its seventh sitting the Governing Body decided to postpone consideration of the third, fourth and fifth supplementary reports until its 180th (May-June 1970) Session. The reports are accordingly not reproduced here.]

Sixth Supplementary Report

Participation of Non-Metropolitan Territories as Observers in the 54th (1970) Session of the International Labour Conference

1. At its 124th Session the Governing Body decided that, on the recommendation of the responsible member State, non-metropolitan territories might be invited to participate by means of tripartite observer delegations in sessions of the International Labour Conference.

2. The Director-General has been asked by the United Kingdom Government to submit a request to the Governing Body that Bermuda and the Bahamas be invited to send tripartite observer delegations to the 54th Session of the Conference.

3. The Governing Body is accordingly requested to agree that Bermuda and the Bahamas should be invited, through the United Kingdom Government, to send tripartite observer delegations to the 54th Session of the International Labour Conference.
Seventh Supplementary Report

Participation of Non-Metropolitan Territories as Observers in the 54th (1970) Session of the International Labour Conference

1. At its 124th Session the Governing Body decided that, on the recommendation of the responsible member State, non-metropolitan territories might be invited to participate by means of tripartite observer delegations in sessions of the International Labour Conference.

2. The Director-General has been asked by the United Kingdom Government to submit a request to the Governing Body that St. Lucia be invited to send a tripartite observer delegation to the 54th Session of the Conference.

3. The Governing Body is accordingly requested to agree that St. Lucia should be invited, through the United Kingdom Government, to send a tripartite observer delegation to the 54th Session of the International Labour Conference.

Eighth Supplementary Report

Participation of Non-Metropolitan Territories as Observers in the 54th (1970) Session of the International Labour Conference

1. At its 124th Session the Governing Body decided that, on the recommendation of the responsible member State, non-metropolitan territories might be invited to participate by means of tripartite observer delegations in sessions of the International Labour Conference.

2. The Director-General has been asked by the United Kingdom Government to submit a request to the Governing Body that Grenada be invited to send a tripartite observer delegation to the 54th Session of the Conference.

3. The Governing Body is accordingly requested to agree that Grenada should be invited, through the United Kingdom Government, to send a tripartite observer delegation to the 54th Session of the International Labour Conference.
A. Requests by Non-Governmental Organisations to be Represnted by Observers at the 54th (1970) Session of the International Labour Conference

1. Under the Constitution of the Organisation and the Standing Orders of the Conference, non-governmental international organisations other than those with which consultative relationships have been established may be invited by the Governing Body (or the Conference) to be represented at the Conference in so far as attendance at the plenary sittings is concerned, while the invitation of such organisations to be represented on committees appointed by the Conference remains a matter for the Conference itself.

2. The Director-General has received requests from a number of organisations (all of which fall into the above-mentioned category) for invitations to be represented at the 54th Session of the Conference by observers in connection with agenda items indicated by them.

3. In accordance with the procedure followed in connection with previous sessions of the Conference, and having satisfied themselves that the organisations in question are of recognised standing and have an interest in technical items on the agenda, the Officers unanimously recommend the Governing Body to invite the following organisations to be represented by observers at the 54th (1970) Session of the International Labour Conference, it being understood that it will be for the Selection Committee of the Conference to consider their requests to participate in the work of the committees dealing with the items on the agenda in which they have expressed an interest:

- International Association of Crafts and Small and Medium-sized Enterprises
- International Council of Commerce Employers
- International Council of Women
- International Executive Staff Federation
- International Federation of Building and Woodworkers
- International Federation of Commercial, Clerical and Technical Employees
- International Metalworkers' Federation
- Organisation of Employers' Federations and Employers in Developing Countries
- Postal, Telegraph and Telephone International
- Public Services International
- World Confederation of Organisations of the Teaching Profession
- World ORT Union
- World Young Women's Christian Association

B. Representation of Non-Governmental Organisations at the Ninth Conference of American States Members of the ILO

4. The Director-General has received requests from the Latin American Federation of Farm Workers, the Latin American Federation of Workers of the Construction and Wood Industry, the Latin American Transport Workers' Federation and the World Young Women's Christian Association to be represented by observers at the Ninth Conference of American States Members of the ILO. It would be desirable also to address invitations to the Permanent Inter-American Committee on Social Security and the Ibero-American Social Security Organisation.
5. Having satisfied themselves that the organisations in question have an interest in the work of the Ninth Conference of American States Members of the ILO, the Officers unanimously recommend the Governing Body to invite the Latin American Federation of Farm Workers, the Latin American Federation of Workers of the Construction and Wood Industry, the Latin American Transport Workers' Federation, the Ibero-American Social Security Organisation, the Permanent Inter-American Committee on Social Security and the World Young Women's Christian Association to be represented by observers at the Ninth Conference of American States Members of the ILO.

C. Representation of a Non-Governmental Organisation at the 55th (Maritime) Session of the International Labour Conference

6. The Director-General has received a request from the International Federation of Christian Trade Unions of Transport Workers to be represented by observers at the 55th (Maritime) Session of the International Labour Conference.

7. The Officers unanimously recommend the Governing Body to invite the International Federation of Christian Trade Unions of Transport Workers to be represented at the 55th (Maritime) Session of the International Labour Conference, it being understood that it will be for the Selection Committee of the Conference to consider its requests to participate in the work of the technical committees of the Conference.

D. Representation of Non-Governmental Organisations at Other ILO Meetings

8. The Director-General has received requests from the International Federation of Employees in Public Service (WCL) and the World Trade Union Confederation of Teachers (WCL) to be represented by observers at the First Session of the Joint Committee on the Public Service (Geneva, 28 September-9 October 1970).

9. Having satisfied themselves that the applicant organisations are in a position to make a technical contribution to the meeting, the Officers unanimously recommend the Governing Body to invite the International Federation of Employees in Public Service and the World Trade Union Confederation of Teachers to be represented by observers at the First Session of the Joint Committee on the Public Service.
APPENDIX XX

Twentieth Item on the Agenda

PROGRAMME OF MEETINGS

Programme for 1971

Seventh Asian Regional Conference


2. The Director-General has received an invitation from the Government of Iran to hold the Asian Regional Conference in Teheran in December 1971.

3. The Governing Body will no doubt wish to accept with gratitude the invitation of the Iranian Government and to decide that the Seventh Asian Regional Conference shall be held in Teheran from 4 to 15 December 1971.

APPENDIX XXI

Twenty-first Item on the Agenda

APPOINTMENT OF GOVERNING BODY REPRESENTATIVES ON VARIOUS BODIES

Ninth Conference of American States
Members of the ILO

1. The Governing Body is invited to appoint a tripartite delegation to represent it at the Ninth Conference of American States Members of the ILO (Caracas, 13-24 April 1970). Budgetary provision exists for a seven-member delegation.

Coal Mines Committee: Ninth Session

2. The Governing Body is invited to appoint a tripartite delegation to represent it at the Ninth Session of the Coal Mines Committee (Geneva, 4-15 May 1970). Budgetary provision exists for a three-member delegation.

3. It will also be necessary to appoint a Chairman for this meeting.

1 See seventh sitting.
RESIGNATION OF THE DIRECTOR-GENERAL

1. The Officers of the Governing Body have unanimously decided to add the question "Resignation of the Director-General" to the agenda of the present session of the Governing Body as a supplementary item.

2. The Chairman proposes to take this question as the first item of substantive business, immediately after the approval of the minutes of the 177th Session of the Governing Body.

1 See first sitting.
APPENDIX XXIII

ALPHABETICAL LIST OF PERSONS ATTENDING THE SESSION

ABATE, Abebe (Ethiopia), Employer deputy member; Executive Secretary, Employers' Federation.

ABID ALI, M.P. (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.

AHMED, Riazuddin, C.S.P. (Pakistan), Government deputy member; Secretary, Ministry of Health, Labour, Social Welfare and Family Planning.

ALABIDI, Abdulati (Libya), Government representative; Minister of Labour and Social Affairs.


AMARAL de SAMPAIO, Antonio (Brazil), First Secretary of Embassy, Permanent Delegation of Brazil to the United Nations Office and other international organisations in Geneva; substitute for Mr. Saraiva Guerreiro, Government representative.

ANDRIANTSITOHAINA, Daniel (Malagasy Republic), Employers' representative; Vice-President, Confederation of Economic Associations.

ASLANYAN, Racha Grantovich (USSR), Chief of Service, International Relations Section, State Labour and Wages Committee, Council of Ministers; accompanying Mr. Goroshkin, Government representative.

ASSCHER, Jacques, representative of the Office of the United Nations High Commissioner for Refugees; Chief of the Secretariat.

AZAD, Bhagwat Jha (India), Government representative; Union Minister of State for Labour, Employment and Rehabilitation.

BASTID, Auguste (Ivory Coast), Employer deputy member; Vice-President, Inter-occupational Association of the Ivory Coast.

BECKER, Aaron, M.K. (Israel), Workers' representative; former Secretary-General, General Federation of Labour (Histadrut).

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

BENSEDDIK, Mahjub (Morocco), Workers' representative; General Secretary, Moroccan Federation of Labour; President, All-African Trade Union Federation.

BENZITOUNI, Omar (Algeria), Attaché, Permanent Mission of the Democratic People's Republic of Algeria in Geneva; substitute for Mr. Lahdiri, Government deputy member.

BERGSTROM, Gullmar (Sweden), Employers' representative; Director, Swedish Employers' Confederation; Vice-Chairman of the Governing Body.

BERRY, Mrs. Susan A: (Liberia), Worker deputy member; President, Congress of Industrial Organisations.

BESTERMAN, Walter M., representative of the Intergovernmental Committee for European Migration; Deputy Director.

BIDART DE LOPEZ, Mrs. Maria Elena (Uruguay), Minister-Counsellor, Permanent Mission of Uruguay to the United Nations Office and 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.

BOGLIETTI, Giuseppe, observer representing the World Federation of Trade Unions; Permanent Representative in Geneva of the WFTU.

BOULADOUX, Maurice, observer representing the World Confederation of Labour; President of the WCL.

BRATTSTROM, Stig (Sweden), Government observer; First Secretary, Permanent Mission of Sweden to the United Nations Office and the international organisations in Geneva.

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.

CARRASCO, Germán (Chile), Counsellor; Deputy Permanent Representative of Chile to the United Nations Office and the international organisations in Geneva; substitute for Mr. Ramírez, Government deputy member.

CASSON, Peter, Senior Co-ordination Officer, Office of the Director-General, United Nations Office in Geneva; accompanying Mr. Winspeare Guicciardi, representing the United Nations and the United Nations Industrial Development Organisation.

CHANDRASEKHARAN, P.H., Assistant to the Secretary-General; accompanying Mr. Lagasse, observer representing the International Organisation of Employers.


CHOCHOLUSEK, Miloslav (Czechoslovakia), Second Secretary, Ministry of Foreign Affairs; accompanying Mr. Tomásek, Government representative.

CHUYEV, Igor Leonidovich (USSR), Adviser, International Section, All-Union Central Council of Trade Unions; accompanying Mr. Pimenov, Workers' representative.

COLN, 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. Love, 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. Saraiva Guerreiro, Government representative.

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.

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, Belgian General Federation of Labour.

DELISLE, Jean-Louis (Canada), Ambassador; Permanent Representative of Canada to the United Nations Office in Geneva; substitute for Mr. Love, Government representative.

DE LONG, Allen R. (United States), Assistant General Counsel for Industrial Relations, Department of Commerce; accompanying Mr. Hildebrand, Government representative.
DENYS, Jacques G. (Belgium), Counsellor; Head of the International Relations Service, Ministry of Employment and Labour; accompanying Mr. Smets, Government deputy member.

DITTMANN, H.W., representative of the General Agreement on Tariffs and Trade; Assistant Director-General, External Relations Section.

DJOUBISSI, Pascal (Central African Republic), Labour Inspector; accompanying 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.

DRAIBES, Zdeněk (Czechoslovakia), Chief of Section, Federal Ministry of Labour and Social Affairs; accompanying Mr. Tomášek, Government representative.

DUMONT, Alberto (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.

DUIR, Ze'ev (Israel), First Secretary, Permanent Mission of Israel to the United Nations Office and the international organisations in Geneva; accompanying Mr. Kidron, Government observer.

EGGERMANN, Georges, Permanent Representative in Geneva of the World Confederation of Labour; accompanying Mr. Bouladoux, representing the WCL.


EL-RAFEI, Abdel Gani, representative of the League of Arab States; Permanent Delegate of the League of Arab States in Geneva.

EMELIANOV, V.V. (USSR), Third Secretary, Permanent Mission of the USSR to the United Nations Office and the international organisations in Geneva; accompanying Mr. Goroshkin, Government representative.

ERDMANN, Ernst Gerhard (Federal Republic of Germany), Employers' representative; Deputy Director-General, Confederation of German Employers' Associations.

FARIA BAPTISTA, Geraldo (Brazil), Permanent Committee on Social Law, Ministry of Labour and Social Welfare; substitute for Mr. Saraiva Guerreiro, Government representative.

FARMAN PARMAIAN, 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.

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. Saraiva Guerreiro, Government representative.

GARCIA INCHAUSTEGUI, Mario (Cuba), Government observer; Ambassador; Permanent Representative of Cuba to the United Nations Office and the international organisations in Geneva.

GARCIA MARTÍNEZ, Federico, Executive Secretary; accompanying Mr. Lagasse, observer representing the International Organisation of Employers.

GEDDES, D.C. (United Kingdom), Principal, Ministry of Overseas Development; accompanying Mr. Heron, Government representative.

GEORGET, Henri (Niger), Employers' representative; public works contractor.

GHAYOUR, Massoud (Iran), Employers' representative; member of the Governing Board, Iran Chamber of Industries and Mines; member of the Higher Labour Council.

GONZALES BLANCO, Diego (Brazil), Employers' representative; National Confederation of Industry.

GOOSSE, R., Geneva Office; accompanying Mr. Heyer, observer representing the International Confederation of Free Trade Unions.

GOROSHKIN, Ivan Vasilievich (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.

GREVE, D.H. (Liberia), Employer deputy member; Executive Director, Rubber Planters' Association of Liberia.

GREVER, René (Switzerland), Government observer; Assistant to the Directorate, Federal Office of Industry, Arts and Crafts, and Labour.

GRIFFIN, Héctor (Venezuela), Permanent Delegation of Venezuela to the United Nations Office and the international organisations in Geneva; accompanying Mr. Leñez Sievert, Government deputy member.

GRITA, Bruno (Italy), Chief Inspector, Ministry of Labour and Social Welfare; accompanying Mr. Ago, Government representative.

GROS ESPIELL, Héctor (Uruguay), Government representative; Ambassador; Permanent Representative of Uruguay 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.

HAFSTROM, E. (Sweden), International Secretary, Swedish Employers' Confederation; substitute for Mr. Bergenström, Employers' representative.

HAMILTON, Eduardo (Chile), Ambassador of Chile to Sweden, Finland and Denmark; substitute for Mr. Ramírez, Government deputy member.

HANNAN, F.T., representative of the World Meteorological Organization.

HEALY, T.P.A., O.B.E. (United Kingdom), Head, International Labour Department, Confederation of British Industry; substitute for Mr. Henniker-Heaton, Employers' representative.

HELDAL, Halldor (Norway), Government observer; Chief of Division, Ministry of Social Affairs.


HERNANDEZ, José J. (Philippines), Worker deputy member; General Secretary, Trade Unions Congress of the Philippines.
HERON, Conrad Frederick, O.B.E. (United Kingdom), Government representative; Deputy Under-Secretary of State, Department of Employment and Productivity; representative of the United Kingdom Government on the Governing Body.

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; representative of the Government of the United States on the Governing Body.

HIROSE, Chuzo (Japan), Ministerial Counsellor for International Labour Affairs, Ministry of Labour; substitute representative of the Government of Japan on the Governing Body.

HODGENS, Mrs. M.E., representative of the Council of Europe; Administrator, Social Division.

HUDICOURT, Pierre, representative of the United Nations Conference on Trade and Development; Division of Conference Affairs and External Relations.

ILIC, Miss Zagorka (Yugoslavia), Government observer; Second Secretary, Permanent Delegation of Yugoslavia in Geneva.

JARAMILLO, Felipe (Colombia), Counsellor, Permanent Mission of Colombia to the United Nations Office in Geneva; substitute for Mr. Oviedo, Government representative.

KAIHARA, N. (Japan), accompanying Mr. Shioji, Workers' representative.

KANDEMIR, Nüzhet (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.

KARKKAINEN, Pertti (Finland), Head of Section, Ministry of Foreign Affairs; accompanying Mr. Tele, Government observer.

KHAN, Mohamed Mir, representative of the United Nations Development Programme; Consultant to the Administrator.

KIDRON, Mordecai R. (Israel), Government observer; Ambassador; Permanent Representative of Israel to the United Nations Office and the international organisations in Geneva.

KIMBALA, Joseph (Congo (Brazzaville)), Labour Administrator in charge of international relations; substitute for Mr. Moudileno-Massengo, Government deputy member.


KRISHNAN, Natarajan (India), Permanent Representative of India to the United Nations Office in Geneva; substitute for Mr. Azad, 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.
LAHDIRI, Taieb (Algeria), Government deputy member; Technical Adviser, Ministry of Labour and Social Affairs.

LAMARTINE-YATES, Paul, representative of the Food and Agriculture Organization of the United Nations; Regional Representative for Europe.

LAPOINTE, P.A. (Canada), Consul; First Secretary, Permanent Mission of Canada to the United Nations Office in Geneva; accompanying Mr. Love, Government representative.

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.

LAURELLI, Luis María (Argentina), Secretary of Embassy, 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.

LEANEZ-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.

LEE, George Y.L. (Malaysia), Employer deputy member; Member of the Council, Malayan Council of Employers' Organisations.

LEE Yan (China), Second Secretary, Permanent Mission of the Republic of China to the United Nations Office and other international organisations in Geneva; accompanying Mr. Cheng Pao-nan, Government representative.


LENNER, Eugen (Rumania), Director, Ministry of Labour; accompanying Mr. Datcu, Government representative.


LINDBERG, Ingmar (Sweden), Head of Section, Ministry of Social Affairs; accompanying Mr. Brattström, Government observer.

LINZENMAYER, Tadd (United States), Office of International Organizations, Department of Labor; accompanying Mr. Hildebrand, Government representative.

LOPEZ, Miss María Clemencia (Venezuela), Second Secretary, Permanent Delegation of Venezuela to the United Nations Office and the international organisations in Geneva; accompanying Mr. Leñez Sievert, Government deputy member.

LOUET, Roger (France), Worker deputy member; Confederal Secretary, General Confederation of Labour-Force ouvrière.

LOVE, J. Douglas (Canada), Government representative; Deputy Minister of Labour; representative of the Canadian Government on the Governing Body.

LOVEDAY, H.M., M.B.E. (Australia), Government observer; Ambassador; Permanent Representative of Australia accredited to the United Nations Office in Geneva.

MAHJUB, Mohammed (Libya), Assistant Director-General of Labour for Manpower, Ministry of Labour; substitute for Mr. Alabidi, Government representative.

MAINWARING, John (Canada), 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 CBQ, José Ricardo (Ecuador), Government representative; Ambassador; Permanent Representative of Ecuador to the United Nations Office and the specialised agencies in Geneva; representative of the Government of Ecuador on the Governing Body.

MASSARIANI, Emanuel (Brazil), Attaché, Permanent Delegation of Brazil to the United Nations Office and other international organisations in Geneva; accompanying Mr. Saraiva Guerreiro, Government representative.

MAUREL, G., Permanent Delegation of the Commission of the European Communities in Geneva; accompanying Mr. Nicolas, representing the CEC.

MERANI, S.T. (India), Joint Secretary to the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment); substitute for Mr. Azad, Government representative.

MERCADO, José Raquel (Colombia), Worker deputy member; President, Confederation of Colombian Workers.

de MÉRIS, Guy (Canada), Labour Counsellor, Canadian Embassy, Brussels; accompanying Mr. Love, Government representative.

MITRAN, Costei (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), Deputy Chief, Liaison with ILO and other international organisations, General Confederation of Italian Industry; accompanying Mr. Salvi, Employer deputy member.


MORGAN, Alun Michael, C.M.G. (United Kingdom), Assistant Under-Secretary of State, Department of Employment and Productivity; substitute representative of the United Kingdom Government on the Governing Body.

MORI, 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.

MOUDILENO-MASSENGO, Aloïse (Congo (Brazzaville)), Government deputy member; Keeper of the Seals; Minister of Justice and Labour.

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; substitute for 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.

NAJERA ESPINOSA, José A. (Ecuador), Minister; Deputy Permanent Representative of Ecuador to the United Nations Office and the specialised agencies in Geneva; substitute representative of the Government of Ecuador on the Governing Body.

NAKASATO, Mitsuei (Japan), European Representative, Japan Federation of Employers' Associations; accompanying Mr. Yoshimura, Employer deputy member.
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.

NEILAN, Edwin P. (United States), Employers' representative; Chairman of the Board, Bank of Delaware.

NGOVON, Louis (Central African Republic), Director of Labour, Ministry of the Civil Service and Labour; substitute for Mr. Franck, Government representative.

NICOLAS, P., representative of the Commission of the European Communities; Chief, Permanent Delegation in Geneva.

NJOTOWIJONO, Umarjadi (Indonesia), Government representative; Ambassador; Permanent Representative of Indonesia to the United Nations Office and the international organisations in Geneva; representative of the Government of Indonesia on the Governing Body.

NONAULT, Jean Pierre (Congo (Brazzaville)), Confederal Secretary, CSC; accompanying Mr. Moudileno-Massengo, Government deputy member.

NØRAGER, Anton (Denmark), Assistant Chief, International Department, Ministries of Labour and Social Affairs; substitute representative of the Government of Denmark on the Governing Body.

OECHSLIN, Jean-Jacques (France), Chief, ILO Relations Service, National Council of French Employers; substitute for Mr. Waline, Employers' representative.

OMONDI, J.B.O. (Kenya), Government representative; Senior Labour Officer, Ministry of Labour; substitute representative of the Government of Kenya on the Governing Body.

ORTÍZ RODRÍGUEZ, Frank (Cuba), First Secretary, Permanent Mission of Cuba to the United Nations Office and the international organisations in Geneva; accompanying Mr. García Incháustegui, Government observer.

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.

OSMAN, Abdillahi Said (Somalia), Government deputy member; Director-General, Ministry of Justice and Labour.

OSUNA, José (Chile), Attaché, Permanent Mission of Chile to the United Nations Office and the international organisations in Geneva; accompanying Mr. Ramírez, 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.

OWOR, Steven Moses (Uganda), Government deputy member; Assistant Labour Commissioner; substitute representative of the Government of Uganda 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. Saraiva Guerreiro, Government representative.

PAVEC, Albert (France), First Secretary, Permanent Mission of France to the United Nations Office and the specialised agencies in Geneva; accompanying Mr. Parodi, Government representative.

PELLINKHOF, T.M. (Netherlands), Government observer; Chief, International Social Affairs Division, Ministry of Social Affairs and Public Health.

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

PERSONS, Edward B. (United States), Office of International Economic and Social Affairs, Bureau of International Organisation Affairs, Department of State; accompanying Mr. Hildebrand, Government representative.

PESHEKOV, Vasily Ivanovich (Byelorussia), Government observer; Permanent Representative of the Byelorussian SSR to the United Nations Office and the international organisations in Geneva.

PETROV, Teneu (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.

PIACITELLI, Mario (Italy), Counsellor, Permanent Mission of Italy to the international organisations in Geneva; accompanying Mr. Ago, Government representative.

PIMENOV, Pyotr Timofeevich (USSR), Workers' representative; Secretary, All-Union Central Council of Trade Unions.

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.

PLANT, Cyril Thomas Howe, O.B.E. (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 the international organisations in Geneva; substitute for Mr. Goroshkin, Government representative.

PURPURA, Rosario (Italy), substitute representative of the Government of Italy on the Governing Body.

RAMÍREZ, Mario (Chile), Government deputy member; Chief, International Labour Department, Ministry of Labour and Social Welfare.

RANA, K.K.S. (India), First Secretary, Permanent Mission of India to the United Nations Office in Geneva; substitute for Mr. Azad, Government representative.

RENAUD, W.L. (Netherlands), Employer deputy member; Director, Federation of Netherlands Industry.

REYES, Miss Pelina T. (Philippines), Labour Attaché, Permanent Mission of the Philippines to the United Nations Office and other international organisations in Geneva; accompanying Mr. Brillantes, Government observer.
RICHAN, F.K. (Canada), Employer deputy member; Vice-President, Industrial Relations, Philips Electronics Industries Ltd.

SALVI, Francesco Maria (Italy), Employer deputy member; Member of the Presidential Board, General Confederation of Italian Industry.

SARAVIA GUERREIRO, Ramiro E. (Brazil), Government representative; Ambassador; Permanent Representative of Brazil to the United Nations Office and other international organisations in Geneva.

SCHAMIS, Gerardo, representative of the Organisation of American States; Director, European Office.

SCHLOTTELDT, Walter (Federal Republic of Germany), Managing Director, Confederation of German Employers' Associations; substitute for Mr. Erdmann, Employers' representative.

SCHRADER, Roger (United States), Labor Attache, United States Mission, Geneva; accompanying 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.

SIMBOLOTTI, Miss Graziella (Italy), First Secretary of Legation, Permanent Mission of Italy to the international organisations in Geneva; accompanying Mr. Ago, Government representative.

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), Government representative; Deputy Director of Labour and Manpower.

STANSBY, Mrs. Ursula, Acting Chief, Division of Planning, Department of Latin American Programmes; accompanying Mr. Besterman, representing the Inter-governmental 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.

ŠVÁB, 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.

TELE, Ahti (Finland), Government observer; Ministry of Social Affairs and Health.
THOMAS, Fritz (Federal Republic of Germany), Ministerial Counsellor, Federal Ministry of Labour and Social Affairs; substitute for Mr. Knolle, Government representative.

TOMÁŠEK, Přemysl (Czechoslovakia), Government representative; Federal Deputy Minister of Labour and Social Affairs; representative of the Government of Czechoslovakia on the Governing Body.

TRAN-VAN-BOT (Viet-Nam), Director, Cabinet of the Minister of Labour; accompanying Mr. Đam-Sy-Hien, Government representative.

TZVETKOV, Simeon (Bulgaria), First Secretary, Permanent Representation of the People's Republic of Bulgaria to the United Nations Office and the international organisations in Geneva; substitute for Mr. Petrov, Government deputy member.

ULUCEVIK, 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. Smet, Government deputy member.

VÉGH GARZÓN, Carlos R. (Uruguay), Employer deputy member; former Minister of Finance; former President, Uruguayan National Chamber of Commerce.

VITAIĆ JAKASA, Antonio (Argentina), Employer deputy member; the "Union Industrial Argentina".

WALINE, Pierre (France), Employers' representative; Member of the Governing Board, National Council of French Employers.

WALSH, Michael (United Kingdom), accompanying Mr. Plant, Workers' representative.

WEHBEH, Mikhail (Syrian Arab Republic), Attaché, Permanent Mission of the Syrian Arab Republic to the United Nations Office in Geneva; accompanying Mr. Allaf, Government representative.

WEISSENBERG, Gerhard (Austria), Worker deputy member; Counsellor for Social Policy, Austrian Federation of Trade Unions.


WISHARD, 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.

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 GOYENECHÉ, 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.

ZANDVLIEF, J.W.C. (Netherlands), Third Secretary; Permanent Delegation of the Kingdom of the Netherlands to the United Nations Office and the international organisations in Geneva; accompanying Mr. Pellinkhof, Government observer.

ZEMMOURI, Hassan (Morocco), Employer deputy member; Secretary-General, Federation of the Chambers of Commerce and Industry.
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