INTERNATIONAL LABOUR OFFICE

MINUTES

OF THE

179TH (SPECIAL) SESSION

OF

THE GOVERNING BODY

GENEVA, 19-20 MAY 1970
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MINUTES OF THE 179TH (SPECIAL) SESSION

The 179th (Special) Session of the Governing Body of the International Labour Office was held in Geneva on Tuesday, 19 May and Wednesday, 20 May 1970.

The Governing Body was composed as follows:

Chairman: Mr. GROS ESPIELL

Government group:

Brazil: Mr. SARAIVA GUERREIRO
Canada: Mr. MAINWARING
Central African Republic: Mr. FRANCK
China: Mr. CHENG
Czechoslovakia: Mr. QVIDO
Ecuador: Mr. ŠVÁB
France: Mr. MARTÍNEZ COBO
Federal Republic of Germany: Mr. PARODI
India: Mr. KNOLLE
Indonesia: Mr. KRISHNAN
Italy: Mr. MURSALIN
Japan: Mr. AGO
Kenya: Mr. NAKAYAMA
Libya: Mr. OMONDI
Nigeria: Mr. MEHISHI
Rumania: Mr. KOKU
Syrian Arab Republic: Mr. DATCU
USSR: Mr. ALLAP
United Kingdom: Mrs. MIRONOVA
United States: Mr. HERON
Upper Volta: Mr. HILDEBRAND
Uruguay: Mr. KABORE
Viet-Nam: Mrs. BIDART de LÓPEZ

Mr. LE-VAN-LOI
Employers' group:

Mr. ANDRIANTSITOHAINA
Mr. BERGENSTRÖM
Mr. ERDMANN
Mr. GEORGET
Mr. GHAYOUR
Mr. GONZALES BLANCO
Mr. HENNIKER-HEATON
Mr. NASR
Mr. NELLAN
Mr. TATA
Mr. WALINE
Mr. YLLANES RAMOS

Workers' group:

Mr. ABID ALI
Mr. BEERMANN
Mr. BENEDIK
Mr. DE BOCK
Mr. FAUPL
Mr. FOGAM
Mr. LOUET
Mr. MERCADO
Mr. PIMENOV
Mr. SHIOJI
Mr. SOLOMON
Mr. SUNDE

The following regular members were absent:

Employers' group:

Mr. BANNERMAN-MENSON

Workers' group:

Mr. BENAZEDINE
Mr. MORRIS
Mr. PLANT
Mr. SANCHEZ MADARIAGA

The following deputy members were present:

Government group:

Algeria: Mr. BRIKI
Argentina: Mrs. ZAEFFERER de GOYENECH
Belgium: Mr. SMETS
Bulgaria: Mr. PETROV
Chile: Mr. SANTA CRUZ
Congo (Brazzaville): Mr. GANAO
Denmark: Mr. NØRAGER
Iran: Mr. FARMAIAN
Pakistan: Mr. AHMAD
Somalia: Mr. OSMAN
Uganda: Mr. OWOR
Venezuela: Mr. LEANEZ SIEVERT
Employers' group:
Mr. SALVI
Mr. VITAIC JAKASA
Mr. VERSCHUEREN
Mr. GHALI
Mr. RICHAN
Mr. ABATE
Mr. MONTT BALMACEDA
Mr. BASTID
Mr. BEKTI
Mr. DIALLO
Mr. GREVE
Mr. WIJESINGHE

Workers' group:
Mr. BECKER
Mr. KHOURY
Mr. SKINNER
Mr. WEISSENBERG
Mr. SUDONO
Mrs. BERRY
Mr. CRUZADO ZAVALA
Mr. RASOLO

The following deputy members were absent:

Employers' group:
Sir Grant FERRIER
Mr. PHIRI
Mr. YOSHIMURA

Workers' group:
Mr. BO-BOLIKO
Mr. GONZÁLEZ NAVARRO
Mr. SHITA

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

Australia: Mr. LOVEDAY
Austria: Miss BIDMON
Cuba: Mr. GARCÍA INCHÁUSTEGUI
Hungary: Mr. NAGY
Israel: Mr. KIDRON
Mexico: Mr. VALENZUELA
Netherlands: Mr. HOOGWATER
New Zealand: Mr. DAWSON
Philippines: Mr. BRILLANTES
Poland: Mr. ZYBYLSKI
Spain: Mr. PÉREZ-HERNÁNDEZ
Sweden: Mr. HEINRICI
Switzerland: Mr. GREVER
Turkey: Mr. KANDEMIR
United Arab Republic: Mr. EL-DEFRAWI
Yugoslavia: Miss ILIĆ

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. TÉVOEDJRÈ, Assistant Director-General
Mr. CABALLERO, Assistant Director-General
Mr. OHNO, Assistant Director-General

Representatives of international non-governmental organisations:

International Confederation of Free Trade Unions: Mr. HEYER
International Organisation of Employers: Mr. LAGASSE
World Confederation of Labour: Mr. BRUCK
World Federation of Trade Unions: Mr. BOGLIETTI

Substitutes and Advisers:

Mr. AGUILLON, accompanying Mr. BRILLANTES
Mr. AMARAL de SAMPALO, substitute for Mr. SARAIVA GUERREIRO
Mr. APOWTE, substitute for Mr. LEAÑEZ SIEVERT
Mr. BENZITOUNI, substitute for Mr. BRIKI
Mr. BRATTSTRÖM, accompanying Mr. HEINRICI
Mr. BROWN, accompanying Mr. LOVEDAY
Mr. BUKHARI, substitute for Mr. AHMAD
Mr. CARRASCO, substitute for Mr. SANTA CRUZ
Mr. CHANDRASEKHARAN, accompanying Mr. LAGASSE
Mr. CHUYEV, accompanying Mr. PIMENOV
Mr. CORBEIL, accompanying Mr. MAINWARING
Mr. CUMPLIDO, substitute for Mr. SARAIVA GUERREIRO
Mr. DARSÅ, substitute for Mr. MURSALIN
Mr. DE LONG, accompanying Mr. HILDEBRAND
Mr. DELPECH, substitute for Mrs. ZAEFFERER de GOYENECHE
Mr. DENYS, accompanying Mr. SMETS
Mr. DO-LAI-KY, substitute for Mr. LE-VAN-LOI
Mr. DUMONT, substitute for Mrs. ZAEFFERER de GOYENECHE
Mr. DVIR, accompanying Mr. KIDRON
Mr. EGGERMANN, accompanying Mr. BRUCK
Mr. da FONSECA COSTA COUTO, substitute for Mr. SARAIVA GUERREIRO
Mr. GARCÍA MARTÍNEZ, accompanying Mr. LAGASSE
Miss GIBBS, accompanying Mr. DAWSON
Mr. GOOSSE, accompanying Mr. HEYER
Mr. HIROSE, substitute for Mr. NAKAYAMA
Mr. HUANG Yen-Chao, accompanying Mr. CHENG
Mr. IGNATIEFF, substitute for Mr. MAINWARING
Mr. JACHEK, substitute for Mr. SVAB
Mr. JARAMILLO, substitute for Mr. OVIEDO
Mr. KAIHARA, accompanying Mr. SHIOJI
Mr. KIMBALA, substitute for Mr. GANAO
Mr. KLEINBERGER, accompanying Mr. HILDEBRAND
Mr. KUNOGI, accompanying Mr. NAKAYAMA
Mr. LAHDIRI, substitute for Mr. BRIKI
Mr. LARRUE, substitute for Mr. PARODI
Mr. LEE Yen-ping, substitute for Mr. CHENG
Mr. LEBMANN, accompanying Mr. BECKER
Miss LÓPEZ-ORTÉGA, accompanying Mr. VALENZUELA
Mr. MAHJUB, substitute for Mr. MEHISHI
Mr. MAIER, accompanying Mr. HEYER
Mr. MANESCU, substitute for Mr. DATCU
Mr. MASSARANI, accompanying Mr. SARAIVA GUERREIRO
Mr. MITRAN, accompanying Mr. DATCU
Mr. MOCHI-ONIGI, accompanying Mr. SALVI
Mr. MOLCHANOV, accompanying Mrs. MIRONOVA
Mr. MORGAN, substitute for Mr. HERON
Mr. NAJERA ESPINOSA, substitute for Mr. MARTÍNEZ COBO
Mr. NJOTOWIJONO, substitute for Mr. MURSALIN
Mr. OECHSLIN, substitute for Mr. WALINE
Mr. ORTÍZ RODRÍGUEZ, accompanying Mr. GARCÍA INCHÁUSTEGUI
Mr. PANKERT, accompanying Mr. LAGASSE
Mr. PAULA LOPES, accompanying Mr. SARAIVA GUERREIRO
Mr. PAVEC, accompanying Mr. PARODI
Mr. PERSONS, accompanying Mr. HILDEBRAND
Mr. PIACITELLI, accompanying Mr. AGO
Mr. PINEIDA, accompanying Mr. LEÑEZ SIEVERT
Mr. POZHARSKY, substitute for Mrs. MIRONOVA
Mr. PURPURA, substitute for Mr. AGO
Mr. RANA, substitute for Mr. KRISHNAN
Miss REYES, accompanying Mr. BRILLANTES
Mr. SCHRADER, accompanying Mr. HILDEBRAND
Mr. SELENGUE, substitute for Mr. FRANCK
Miss SIMBOLOTTI, accompanying Mr. AGO
Mr. TAKANO, accompanying Mr. NAKAYAMA
Mr. THOMAS, substitute for Mr. KNOLLE
Mr. TZVETKOV, substitute for Mr. PETROV
Mr. ULUÇEVİK, accompanying Mr. KANDEMIR
Mr. VAN BELLINGHÉN, accompanying Mr. SMETS
Mr. WŁAŻŁO, accompanying Mr. ZYBIŁSKI
Mr. WOLF, accompanying Mr. BEERMANN
MINUTES OF THE FIRST SITTING

(Tuesday, 19 May 1970 - 10.15 a.m.)

The Governing Body was composed as follows:

Chairman: Mr. GROS ESPIEIL

Mr. ABID ALI, Mr. AGO, Mr. ALLAP, Mr. ANDRIANTSITOHAINA, Mr. BEERMANN, Mr. BENSEDDIK, Mr. BERGENSTROM, Mrs. BITART de LÓPEZ, Mr. CHENG, Mr. DATCU, Mr. DE BOCK, Mr. ERDMANN, Mr. FAUPL, Mr. FOSAM, Mr. FRANCK, Mr. GEORGET, Mr. GHAYOUR, Mr. GONZALES BLANCO, Mr. HENNIKER-HEATON, Mr. HERON, Mr. HILDEBRAND, Mr. KABORE, Mr. KNOLLE, Mr. KOKU, Mr. KRISHNA, Mr. LE-VAN-LOI, Mr. LOUEY, Mr. MAINWARING, Mr. MARTINEZ COBO, Mr. MEISHI, Mr. MEICADO, Mrs. MIRONOVA, Mr. NAKAYAMA, Mr. NASR, Mr. NEILAN, Mr. NJOTOWIJONO, Mr. OXONDI, Mr. OVIDO, Mr. PARODI, Mr. FIMENOV, Mr. SARAIYA GUERREIRO, Mr. SHIOJI, Mr. SOLOMON, Mr. SUNDE, Mr. SVAB, Mr. TATA, Mr. WADLE, Mr. YLLANES RAMOS.

OPENING OF THE SESSION

The Chairman welcomed all members present, particularly the Government representatives attending in that capacity for the first time.

APPOINTMENT OF SPOKESMAN FOR THE WORKERS' GROUP

Mr. De Bock announced that the Workers' group had appointed Mr. Faupl as its leader and spokesman for the 179th Session, in replacement of the late Jean Mori, Worker Vice-Chairman for the year 1969-70.

TRIBUTE TO THE MEMORY OF JEAN MÖRI

The Chairman expressed the Governing Body's acute sense of loss at the sudden death of Jean Möri, Worker Vice-Chairman of the Governing Body, Chairman of the Workers' group and President of the Conference at its 53rd (1969) Session.

A leading Governing Body figure and one of the Organisation's staunchest supporters, Mr. Möri had commanded general respect through his wisdom, integrity and moderation combined with firmness. Not least, his warm humanity had earned him the friendship and affection of all.

As one who had been closely associated with Jean Möri, in particular through their common membership of the Governing Body's Committee on Freedom of Association, the speaker had been especially impressed by his sense of human values, his faith in dialogue and conciliation and, above all, the genuineness of his commitment to the ideals of freedom and human dignity. He had deemed it a great privilege, when in December 1969 they had together accompanied the Director-General to Oslo to receive the Nobel Peace Prize, to be able to express to Jean Möri personally his deep admiration for his staunch defence of the workers' cause and of the mutually complementary principles of freedom and social justice.

Mr. Faupl voiced the Workers' deep sorrow at the death of Jean Möri, a dear colleague and friend whose wise and humane counsel they would cruelly miss. Throughout a lifetime of service he had shown himself a tireless defender of human rights and of the ILO's principles, a brave warrior in the campaign against want and fear and a truly worthy successor to Samuel Gompers, Léon Jouhaux and Sir Alfred Roberts. In 1956 the Conference had elected him Worker Vice-President and he had served as Chairman of the Workers' group of the Conference since 1960.
In 1969 he had received a well-deserved tribute when the Conference had unanimously elected him as its President. He had died too soon to hear of the last great honour conferred upon him - the title of Doctor honoris causa of the University of Geneva - since the letter informing him of it had been delivered on the very day of his death.

Though showered with honours that might have made a lesser man arrogant and unapproachable, Jean Möri had too sure a sense of human values to be impressed by pomp or publicity. Though on the closest terms with Heads of State he had never forgotten his popular origin, and it was from his deep roots in the people that he had derived his tremendous moral strength, his unswerving faith in the justness of the trade union cause, his convincing and friendly manner in negotiations, his good humour and humility and his dogged tenacity. With his unfailing gift of human sympathy, patience and readiness to listen to the complaints of others, he had helped many to bear the burden of life. He had also possessed one increasingly rare faculty - that of feeling true indignation at the appalling misery, injustice and slavery still too prevalent throughout the world. Though even-tempered, he had never shrunk from venting his overwhelming wrath at such evils and from pouring fierce scorn on all who tried to defend them.

In Jean Möri the ILO had lost a giant of the trade union movement, a loyal friend and a great man. The most fitting tribute to his memory would be to carry on the struggle which he had waged so bravely and his most fitting epitaph a line from his favourite poem by Heinrich Pfeil - "A son of the people I remain".

Mr. Age found it scarcely possible to imagine the Workers' group without the popular and beloved figure of Jean Möri seated in their midst. Through his modesty, his lively mind and nimble wit, his good humour and his wonderful warmth of character he had won a special place in the Governing Body's affections. Through his acquaintance, for his part, had felt a special personal sympathy with Jean Möri. First, they had shared a common interest in the written word: Mr. Möri had in fact been a man of vast culture who, after starting life as a printer, had become not only an outstanding trade union leader but also a writer of no mean talent. Moreover, he had deeply loved Italy - and not only its way of life, but also its people, whom he understood remarkably. Time and again the speaker had heard Mr. Möri, fresh from a visit to Italy, express his enthusiasm at the workers' determined efforts to improve their lot and at the country's rapid economic and social progress.

Among many outstanding contributions to the ILO's work, his services to the Governing Body's Committee on Freedom of Association had been especially impressive. As was only natural in one who had campaigned with unsurpassed fervour for human dignity and freedom, he had proved a dauntless and utterly objective champion of freedom of association, and his vigorous contribution to the Committee's work was reflected in the incisive style of its reports.

The speaker knew from his own experience as Chairman of the Governing Body how well Jean Möri had served it as Worker Vice-Chairman. In the Governing Body itself, in its committees and in the course of the review of the ILO's programme and structure he had shown consummate skill in reconciling tradition with the need to modernise the Organisation. His qualities had been those of a true statesman - as indeed befitted a great trade union leader. Few were likely to forget the heat and conviction with which, in fine resonant tones, he had presented the Workers' point of view, for example during the Governing Body's discussions on the Conference agenda, nor the occasional flashes of eloquent anger after which he reverted quickly to his good-natured composure without ever harbouring the slightest resentment against opponents.

The Workers' group had been fortunate indeed in their choice of spokesmen. The speaker had had the great privilege of knowing two of Jean Möri's predecessors - Léon Jouhaux and Sir Alfred Roberts. All three had been remarkable trade union leaders who had possessed the qualities of true statesmanship. He hoped that the Worker members would find a new leader of equal stature to carry forward the work of Jean Möri and to serve the ILO in the difficult times ahead: there could be no finer tribute to his memory.

Mr. Bergenström associated the Employers' group with the tributes paid to the memory of Jean Möri and expressed their sympathy with his family and friends. With his death the Governing Body had lost a close friend and loyal colleague.
Today's world, it was often said, was undergoing continuous change. Change, however, did not occur of its own accord, but was brought about by the efforts of men and women. Jean Møri, who had led the Workers' group with authority and dignity, had not only understood this but had helped the process of change actively by emphasizing the areas in which the interests of the Employers' and Workers' groups coincided and by fostering a spirit of mutual understanding and respect between the groups. His zealous devotion to the cause of freedom and his faith in conciliation would long serve as a shining example to the members of the Governing Body.

Mr. Mercado expressed the deep sorrow of the workers of Latin America at the death of their dear comrade, who had been a unique champion of the interests of workers throughout the free world. Jean Møri had hoped to visit his many friends in Latin America after attending the American regional conference in Caracas and thus to acquire first-hand knowledge of the problems of that continent. That was not to be, and the Latin American workers would long continue to suffer the pain of their bereavement.

Meanwhile, Møri's wise and noble example would continue to inspire the Worker members, who would not soon forget his stubborn defence of the workers' interests, nor his tireless efforts to improve relations between all three groups by fostering a spirit of conciliation, in the belief that that was the surest way of promoting social justice throughout the world.

The speaker had immediately had the announcement of Jean Møri's death published in the Colombian press and had personally conveyed the sad news to the President of the Republic and the Minister of Labour. Although he had never met Jean Møri, the President had been familiar with his outstanding services to the workers' cause and had instructed the Colombian Government delegation to vote for his election to the office of President of the Conference at its 1969 session. Both he and the Minister of Labour, who had known Jean Møri personally and had warmly welcomed his election as President of the Conference, shared the deep sorrow of the Worker members.

Mr. Martínez Cobo associated the Latin American Government members with the tributes to the memory of Jean Møri, whom fate had denied the opportunity of visiting their continent on the occasion of the American regional conference in Caracas.

In its quest for social justice the modern world stood in grave need of outstanding trade union leaders who not only understood the aspirations of the working masses, but were also open to new trends of thought, deeply tolerant of human weakness and capable of fostering international understanding. Jean Møri, a man of truly noble ideals, had been such a leader. With a fine sensitivity to the feelings of others he had combined unfailing courtesy and good humour. A distinguished citizen of a distinguished country, he had been a stalwart champion of trade union rights and of the ILO's noble objectives. No one who had served on the Committee on Freedom of Association could fail to be impressed by his formidable talent for polemics, his sincere love of freedom, his hatred of prejudice and his whole-hearted commitment to progress.

It would surely be a well-deserved tribute to Jean Møri if the prizes founded with the Nobel Peace Prize moneys bore the name of such a dedicated and tireless defender of the workers' cause.

Mr. Becker offered condolences to the family of Jean Møri and to the Swiss trade union movement. It was tragic that the Governing Body should lose the guidance of one so deeply committed to the trade union cause and imbued with such a strong sense of human values. His life had been cut off by fate in the midst of its most fruitful years. Though he had come from an advanced country, he was a trade unionist first and foremost, with an instinctive understanding of the problems of workers of all races and nationalities, to whom he had rendered outstanding service as Worker Vice-Chairman of the Governing Body. Thanks to his skill and flexibility as a negotiator the three groups had come to co-operate much more closely in trying to improve the workers' lot, both at the Conference and in the Governing Body, which had thus become true focal points for the confrontation of industrial interests. With his death the world labour movement had lost a great champion, the ILO one of its most eminent figures and the Workers' group a leader and friend.
Mr. Waline expressed keen sorrow at the death of Jean Möri, a true friend whom he had known since 1947 and with whom he had worked for eight years when they had both been Vice-Chairmen of the Governing Body. At the simple and moving memorial ceremony held in Berne on 6 May Jean Möri's friends and colleagues had already had an opportunity to pay him tribute. The speaker had expressed the Employers' heartfelt condolences to his wife and family and recalled his many endearing qualities - his loyalty and friendliness, his wisdom and open-mindedness, his generosity of spirit and his readiness to co-operate; but he had not, on that occasion, mentioned a quality to which Mr. Faupl had now rightly drawn attention - his modesty. Jean Möri had never sought privilege or favour, but when an honour was bestowed upon him he showed himself fully worthy of it, as exemplified most recently by the perfect dignity with which he had presided over the Conference in the ILO's jubilee year. A resolute defender of the workers' cause, particularly in the Governing Body's Committee on Freedom of Association, he had nevertheless shown consistently that spirit of good will without which the ILO's whole campaign for social progress would come to nought.

While it was a cruel blow to the Workers' group to lose a leader of the same calibre as his two great predecessors, Léon Jouhaux and Sir Alfred Roberts, the Employers too felt a keen sense of loss; and he himself had lost a friend - a real friend.

Mr. Ghayour mourned Jean Möri as a great trade unionist and as a friend whom he had known since 1947, both in Geneva and at ILO meetings elsewhere. Previous speakers had praised his good humour, his modesty and his many other qualities. But he had also been utterly straightforward and, in the defence of workers' interests, wholly devoid of bitterness.

Jean Möri had proved a worthy successor to Léon Jouhaux, especially in the Committee on Freedom of Association. He had realised that the most effective way of securing better living conditions for workers and promoting the dignity of man was to foster that spirit of mutual understanding which his country had always cultivated throughout its history.

The Higher Labour Board of Iran, which had been meeting under the chairmanship of the Minister of Labour on the day the sad news of Jean Möri's death had reached Teheran, had asked him to convey its sympathy to the Workers' group. The Asian employers, too, who had greatly appreciated his contribution to the work of the Sixth Asian Regional Conference in Tokyo, joined in expressing their sympathy with the Workers' group, the Governing Body and Mr. Möri's family.

Mr. Louet, speaking also for Mr. De Bock, paid tribute to one who had proved a worthy successor to Léon Jouhaux, especially in the Committee on Freedom of Association. He had given firm leadership to the Workers' group of the Governing Body and of the Conference in sometimes difficult circumstances and had set an example of responsible trade unionism. The workers' movement was proud of all the honours bestowed upon him in recognition of his stubborn dedication to the cause of social justice, freedom and peace.

Jean Möri had, however, been not merely a colleague; his warmth and kindness, his constant good humour, his keen sense of human values, his patience and charm had made him an irreplaceable friend. With a deep culture acquired through constant study and enhanced by a wealth of human experience he had allied wisdom and an authority which sprang not least from his tolerance and power of persuasion. His friends would not soon forget him.

Mr. Koku extended the sympathy of the African Government members to the Workers' group on the loss of a great champion of the workers' movement. The news of Jean Möri's death had been received with particular sadness by the Nigerian Government, which had wholeheartedly supported his election as President of the Conference in the ILO's jubilee year - the first appointment of a Worker delegate to that office.

Personally, he had admired Jean Möri's modesty, his warmth of personality, his keen sense of humour, his approachability and his utterly uncomplicated nature, which marked him as a great son of his native Switzerland.
Mr. Parodi joined in paying tribute to a man for whom he had felt the most affectionate esteem and whose presence on the neighbouring benches in the Governing Body room he would sorely miss. Jean Mōri would be remembered for his good humour, charm and friendliness and, above all, for his wisdom and strong sense of human values. The memorial ceremony held on 6 May had revealed the full extent of the affection he had inspired in those who had known him. In Governing Body debates his calm authority and the confidence and respect which he had commanded had lent exceptional weight to his contributions, and not only the Workers' group but the ILO as a whole would feel a sense of loss for many years to come.

Mr. Shioji expressed the Asian workers' profound grief and his own sense of shock at the sudden and tragic death of Jean Mōri, a man who had commanded the deepest respect and one of the pillars of the ILO. They had first met at the Conference, shortly after the ratification by Japan of the Freedom of Association and Protection of the Right to Organise Convention, 1948, and had renewed their acquaintance on several subsequent occasions. Mr. Mōri had attended the Sixth Asian Regional Conference in Tokyo, where his wise advice had doubtless done much to ensure the success of the Conference and where his appeal to the 10 million-strong Japanese trade unions to play an active part in the work of the international trade union movement had made a deep impression.

His death was a severe blow not only to the speaker, who had looked forward to the continuing benefit of his fatherly guidance, but indeed to the workers of the world and to the ILO as a whole. For Jean Mōri had been not only an experienced national and international trade union leader but the exponent of a whole personal philosophy based on deep love and sympathy for his fellow man. That was what accounted for his outstanding success as leader of the Workers' group of the Governing Body and for the harmony which he had maintained among its members, as well as for his election as President of the Conference in 1969.

The finest tribute to Jean Mōri would be not simply to mourn him, but to follow his example of dedicated striving for peace and social justice.

Mrs. Berry associated herself and the workers of Liberia, who had heard so much from her of Jean Mōri, with the expressions of reverence for his memory. Though they mourned the death of a great man who, for all his simplicity and ease of manner, had been of truly international stature, they prayed that his humane and valiant spirit would live on. Even as God had inflicted sorrow, so would He lighten it by succouring the workers in their hour of need and guiding them in the footsteps of their beloved leader along the path of righteousness and peace.

Mr. Heron, on behalf of his Government and of all those of its servants who had worked with the ILO, joined in paying tribute to Jean Mōri, a man who had united firmness of principle and purpose with unfailing good humour, a profound respect for the views of others and a winning manner. He would be very sorely missed.

Mr. Sunde expressed the bereavement of the Scandinavian trade union movement at the death of one with such a magnificent record of service to the Workers' group of the Governing Body, the ILO and the workers of the entire world. He had won the confidence not only of the Workers' group but also of the Government and Employers' groups, and his utter integrity, loyal friendship and exemplary dedication to work throughout a rich and fruitful life would long be remembered with gratitude.

Mr. Hildebrand praised Jean Mōri's outstanding services to the Workers' group and to the ILO. The Organisation needed men of his strength of character and firmness of principle. His memory would be cherished with sorrow and respect.

Mr. Fugam expressed the African workers' profound sadness at the death of a great man whom they had respected for his forbearance, tolerance and sense of responsibility and fair play and whose election to the high office of President of the Conference in 1969 had honoured workers the world over. Though few Africans other than those who had attended ILO meetings had occasion to meet him, Jean Mōri had won renown throughout Africa by his energetic defence of the trade union rights of African workers in the Committee on Freedom of Association. His spirit would live on and would guide them in carrying on the work he had started.
Mrs. Mironova offered condolences to the Workers' group and to Mr. Möri's family on behalf of the Governments of the USSR and other socialist countries. Jean Möri had been a truly remarkable man, a modest and dignified leader who would be remembered with gratitude and reverence for his services to the workers' cause.

Mr. Khoury expressed the grief of the Lebanese workers at the loss of a staunch champion of freedom at a time when his guidance would be most cruelly missed. During his many years as Worker Vice-Chairman, Jean Möri had dedicated himself unstintingly to the fulfilment of the ILO's noble ideals and through his good-humoured yet firm defence of the workers' cause had won the Governing Body's affectionate regard. The Lebanese workers offered their condolences to his family and to the Swiss trade union movement and would always cherish his memory.

Mr. Pimenov joined in praising Jean Möri's signal services to the ILO. During a friendship of many years he had come to admire Jean Möri's many wonderful qualities: his tenacity in debate - even though they had sometimes differed - his deep sincerity, his spirit of co-operation, his courage, his thorough understanding of the problems of workers in the modern world and his unswerving efforts to further the ILO's interests. His skill in conciliation had been especially marked within the Workers' group, which he had steered successfully through often troubled waters. On behalf of his own organisation and of the World Federation of Trade Unions he wished to convey renewed condolences to those aggrieved by Jean Möri's death.

Mr. Njotowijono, speaking for the Asian Government members, paid respect to the memory of their friend and colleague and asked that their sympathy should be conveyed to his family. Jean Möri's sudden death had been a cruel blow not only to the workers of the world and to the Workers' group, but to all those who had admired his perseverance in the defence of human rights. It had robbed the Governing Body of his precious guidance at a most critical moment. The best tribute to his memory would be to carry on with unflagging zeal the struggle for the ideals which had inspired his whole life.

Mr. Beermann took comfort from the many-sided tribute paid to the memory of a close friend and colleague and a great leader of freedom and justice, whose assistance at the present session would have been especially welcome. He remembered Jean Möri in particular as the colleague who had helped him at the Conference and in the Governing Body to overcome the obstacle of not knowing any language but his native tongue. Even when they had differed, Jean Möri had listened patiently to the other point of view and kept his mind open to persuasion. A true democrat, he had always defended the position taken by the Workers' group as a whole, even if it did not happen to coincide fully with his own opinions. The best way to honour him would be to honour, by practising them, the precepts by which he had lived.

The Chairman stated that many members of the Governing Body had asked him to express their desire to be associated with the tributes paid to Jean Möri by the group spokesmen.

The Director-General said that he and the staff had looked on Jean Möri with respect and affection, as one of a succession of great figures who had brought honour to the ILO. The Governing Body had known many a critical situation in which Jean Möri's wisdom, judgment and courtesy, as well as his genius for conciliation without any compromise of basic principle had been an unfailing source of strength. Only those who had been close to him during the strenuous Conference session of the ILO's jubilee year knew how magnificently he had borne the heavy responsibilities of President and how far the Conference's success had been due to his outstanding qualities.

In its grief the Governing Body could, however, draw comfort from the hope that the momentum which had produced his predecessors, Sir Alfred Roberts and Léon Jouhaux, would also produce his successor - that the Workers' group would find a new leader capable of giving it that positive leadership which in the past had commanded the respect of all and powerfully strengthened the Organisation in the pursuit of its great objectives. That was surely what Möri would have wanted, and it would be the most fitting tribute to his memory.
The Director-General and the staff would greatly miss Jean Mori, and they offered their sincere condolences to his widow and family, to his country and to that wider family to which he had belonged - the trade union movement.

The Governing Body stood in silence in homage to the memory of Jean Mori.

The sitting closed at 12.05 p.m.

Approved by the Governing Body at the first sitting of its 181st Session, held on 17 November 1970.

S.O. KOKU,
Chairman.
MINUTES OF THE SECOND AND THIRD SITTINGS (PRIVATE)

(Tuesday, 19 May 1970 - 4.50 p.m.
and Wednesday, 20 May 1970 - 12.05 p.m.)

At these sittings, which were held in private, the Governing Body discussed the item on its agenda "Election of the Director-General".

In accordance with the provisions of Article 14, paragraph 3, of the Standing Orders of the Governing Body the minutes of these sittings are issued separately.
MINUTES OF THE FOURTH SITTING
(Wednesday, 20 May 1970 - 4 p.m.)

The Governing Body was composed as follows:

Chairman: Mr. GROS ESPIELL

Mr. ABID ALI, Mr. AGO, Mr. ALLAF, Mr. ANDRIANTSITOHAINA, Mr. BEERMANN, Mr. BERGENSTROM, Mrs. BIDART de LOPEZ, Mr. DARSA, Mr. DATCU, Mr. DE BOCK, Mr. EIDMANN, Mr. FAUPL, Mr. FOGAM, Mr. FRANCK, Mr. GEORGET, Mr. GHAYOUR, Mr. GONZALES BLANCO, Mr. HENNIKER-HEATON, Mr. HERON, Mr. HILDEBRAND, Mr. KABORE, Mr. KEHOURY, Mr. KNOlle, Mr. KOKU, Mr. KRISHNAN, Mr. LEE Yen-ping, Mr. LE-VAN-LOI, Mr. LOQUET, Mr. MAHJUB, Mr. MAINWARING, Mr. MARTINEZ COMO, Mr. MERCADO, Mr. NAKAYAMA, Mr. NEILAN, Mr. OMONDI, Mr. OVIEDO, Mr. PARODI, Mr. PIMENOV, Mr. POZHARSKY, Mr. RICHAN, Mr. SARAIVA GUERREIRO, Mr. SHIOJI, Mr. SOLOMON, Mr. SUNDE, Mr. SVAB, Mr. VERSCHUEREN, Mr. VITAIC JAKASA, Mr. WALINE.

ELECTION OF THE DIRECTOR-GENERAL (concl.)

The Chairman announced the result of the vote held by the Governing Body at its third (private) sitting for the election of the Director-General, as follows: Mr. Wilfred Jenks, 25 votes; Mr. Francis Blanchard, 23 votes. Mr. Jenks was accordingly elected and would assume office on 1 June 1970.

He felt certain, he continued, that he spoke for the whole Governing Body in offering Mr. Jenks its congratulations and best wishes and in assuring him of its full support, and expressed his deep personal satisfaction at the result of the election.

Mr. Jenks's long experience and thorough knowledge of the history and current programmes of the ILO would make him a worthy successor to the great directors of the past, from Albert Thomas to David Morse. In a world in which economic and social development was raising increasingly complex problems and growing demands were being made upon the ILO for technical co-operation, the Director-General bore a heavy responsibility, which Mr. Jenks would fulfil with dignity, efficiency and his well-known energy.

The Governing Body would doubtless wish also to express its warm feelings for Mr. Blanchard, confident in the knowledge that he would continue, in full co-operation with Mr. Jenks and Dr. Ammar, to manage the ILO's increasingly important operational activities with the same passionate devotion and the same efficiency as in the past; in that he could rely on the firm support of each and every member of the Government group.

Mr. Agö offered Mr. Jenks the warm congratulations and best wishes of the Government group on his election and promised him its full support in the difficult times ahead. For nearly four decades Mr. Jenks's intelligence, his tact and his tremendous capacity for work had been put to the test, often severely, and the Governing Body could rest assured that he would prove a worthy successor to David Morse, whose close and loyal collaborator he had been for over twenty years.

The Government group sympathised with Mr. Blanchard in his very narrow defeat, but felt confident that he would continue, in full co-operation with Mr. Jenks and Dr. Ammar, to manage the ILO's increasingly important operational activities with the same passionate devotion and the same efficiency as in the past; in that he could rely on the firm support of each and every member of the Government group.

Mr. Faupl conveyed the Workers' sincere congratulations to Mr. Jenks on his election. They felt sure that he would prove worthy of his illustrious predecessors in his dedication to the ILO's noble aim of improving the lot of workers the world over. Though the election had been a close one it had been fully democratic, and the secret ballot had enabled each member of the Governing Body
to vote according to his conscience. Now that the returns were in, the Worker members assured the new Director-General of their loyal support. That in no way detracted from their affection and respect for Mr. Blanchard, who they hoped would continue to give the Organisation the full benefit of his ability and experience.

Mr. Bergström, on behalf of the Employers' group, thanked the Chairman for the statesmanlike way in which he had conducted the business of the Governing Body at a very difficult session.

In congratulating Mr. Jenks on his election, he observed that in choosing a Director-General the Organisation's long-term interests should be the guiding consideration. The Employers had full confidence in Mr. Jenks's ability to hold the ILO together in these difficult times. Mr. Jenks commanded general respect; he had competence, integrity and prestige. The length of the new Director-General's term of office, which the Governing Body had fixed at five years, was of course most important. It was not in the ILO's interests to appoint a short-term "caretaker" Director-General and thus provoke continued electioneering on behalf of prospective successors, but to give the Director-General a full term which would strengthen his authority within the Office and in his dealings with other United Nations agencies.

The Employers were also convinced of Mr. Jenks's firm belief in tripartism as a necessary condition for the success of ILO activities, and they were glad to know that he would have the support of Mr. Blanchard, who shared that belief and for whom they felt deep admiration and affection.

Mr. Parodi thanked Mr. Heron for having kindly yielded to him the pleasure of being the first Government representative to congratulate Mr. Jenks on his election. It was vital that the new Director-General should enter office with his authority intact, and the French Government wished to assure him of its full support and confidence.

Mr. Heron, speaking on behalf of his Government and of the individual members of its Governing Body delegation, joined in offering Mr. Jenks warm congratulations and best wishes for success in his new and challenging job. Mr. Jenks had already devoted a lifetime's effort to working for the ILO, and his many outstanding services to the Organisation had always borne the stamp of his integrity, intelligence and judgment. Time and again he had come forward with guidance in difficult situations, without ever compromising in any way his position as an international civil servant. An organisation such as the ILO would ignore only at its peril the need for such qualities at the head of its Secretariat, and Mr. Jenks's election was fitting recognition not only of his past services but also of his capacity to serve the ILO in the future.

On the international as on the national scene, elections often had disturbing effects; but differences must now be set aside and attention focused on achieving the real purposes of the Organisation. In carrying out his tasks Mr. Jenks could count upon the loyal support of the staff, and particularly of Mr. Blanchard, whom the United Kingdom Government held in high esteem.

Mr. Oviedo associated himself with the Employers' tribute to the Chairman and with the expressions of support for the new Director-General, whose wisdom and experience would make him a worthy successor to David Morse. At the recent American regional conference in Caracas Mr. Jenks had performed his duties with consummate skill. His concluding speech, which had been truly worthy of a future Director-General, had outlined a practical, rigorous and up-to-date programme for action in the Americas and had shown how well the interests of the developing countries would be served during his term of office. That speech, which had appeared in the Colombian press, deserved close study by the Governing Body and the Conference.

As for Mr. Blanchard, the gallant loser in the recent election, the speaker felt sure that he would continue to serve the ILO effectively, in close cooperation with the new Director-General as well as with the other Deputy Director-General, the able and dynamic Dr. Abbas Ammar, and the other members of the ILO's outstanding top management team.

Mr. Osman expressed satisfaction with the outcome of several days' deliberations. A man of keen intelligence and sound judgment with a long and brilliant record as an international civil servant, Mr. Jenks had a thorough understanding
of the aims of the ILO and of the tasks which lay before it during its second half-century of existence.

Because of the ILO’s great experience of the problems of social development and its traditional role as a standard setter the developing countries regarded it as a source, not just of technical assistance but also of inspiration in the formulation of policies designed to achieve its basic objective of peace through social justice.

He felt sure that he spoke for the whole of Africa in offering Mr. Jenks warm congratulations and best wishes for his success.

Mr. Allaf, endorsing Mr. Ago’s remarks, warmly congratulated Mr. Jenks and assured him of the full support of the Syrian Government, which looked to him to carry further the achievements of his great predecessor and tackle with renewed vigour the problems of the developing world.

The close election result showed how difficult it had been for the Governing Body to choose between two excellent candidates. He felt sure that Mr. Blanchard, as well as Dr. Ammar, who had chosen not to be a candidate, would lend Mr. Jenks their full co-operation in his new and difficult tasks.

Although the Governing Body had appointed Mr. Jenks for five instead of ten years, its aim was not to curtail his authority, but to give him a term suited to present-day requirements. It had been equally adamant against undermining his position by reducing his term to less than five years or in any other way.

Mr. Abate commended the Governing Body on the election result and warmly congratulated Mr. Jenks. From seeing Mr. Jenks at work at the African regional conference in Accra and hearing the praise of others who knew him well, the speaker believed the new Director-General to be eminently qualified for the post by his experience, dedication, capacity for work and farsightedness. Only men of the calibre of Mr. Morse and Mr. Jenks could meet the heavy demands placed upon them by an organisation with a tripartite structure whose constituents must all be persuaded to work in concert. The ILO was fortunate indeed to have found a man of exceptional qualities to guide it in the difficult years ahead.

Mr. Koku, speaking on behalf of the African Government group as well as for his own Government, expressed deep satisfaction at the election of a man of integrity, honour, learning and international prestige who had brilliantly served the ILO and the developing countries for nearly forty years. Though faced with the formidable task of carrying out reform without any compromise of principle, Mr. Jenks could rest assured of the Governing Body’s wholehearted confidence in him as a worthy successor to Mr. Morse.

The African Government members wished also to express their sympathy with Mr. Blanchard, who had lost the election by only a narrow margin. The support he had received showed in what high esteem the Governing Body held him and they felt confident that Mr. Jenks could rely on his full co-operation.

The Director-General offered his own and the staff’s sincere congratulations to Mr. Jenks. It was especially gratifying to see that an official who had joined the Office as a junior staff member could rise up through the ranks to become Director-General; that indeed was one of the ILO’s major sources of strength.

When he had himself been appointed Director-General, his predecessor, Edward Phelan, had handed over in private the three gold keys used by Albert Thomas in opening the gates of the ILO building on 6 June 1926. He wished in turn to present the keys publicly to his successor, since they not only symbolised the ILO’s tripartite structure but were also a token of the trust placed in the Director-General. Mr. Jenks would receive custody of the keys on assuming office.

Finally, he offered Mr. Jenks best wishes for his success and assured him of the same solid support from the staff which he had himself enjoyed and which the staff owed to one who had always shown him such loyalty.
The Chairman invited Mr. Jenks to make the customary declaration of loyalty on his appointment as Director-General.

Mr. Jenks made the declaration of loyalty provided for in article 1.4(a) of the ILO Staff Regulations.

He then thanked the Chairman and all the members of the Governing Body who had spoken, as well as those on behalf of whom they had spoken, for the much too generous things they had said. He hoped he would be forgiven if he mentioned by name only one of those who had spoken - his oldest personal friend in the Governing Body, Mr. Parodi: he was profoundly moved by, and responsive to, what Mr. Parodi had said.

The Governing Body had placed upon him, and he had just solemnly accepted, the immense responsibility of serving for the next five years as the first Director-General of the second half-century of the ILO. By that decision it had become his lot to be the last Director-General to have served under all his predecessors, and the first Director-General to have passed his whole working life in the service of the ILO, indeed, the first Director-General of any world organisation who had grown up - though neither weary nor even wholly grey - in the service of mankind.

What touched him most was that the Governing Body should have placed such confidence in him after he had spent a lifetime at or near the storm-centre of almost every major disagreement on industrial and social policy, and almost every explosive political controversy, which had divided the ILO during the last forty years - controversies and disagreements which had threatened at times, and still threatened, to disrupt the universality which had always been and which must always remain its vocation, to compromise the tripartite principle which had always been and must always remain its foundation, or to betray the ideals of freedom and equality which had always been and must always remain its life-blood.

There could be no greater challenge to any man, no sterner discipline for his integrity, than to know that men of such divergent views and conflicting interests had agreed to trust him.

He was deeply conscious of his responsibility to the Governing Body, and through it to the whole Organisation, to justify that trust.

He would enter office on 1 June with no promise or commitments to anyone except the pledge which he had just made before the whole Governing Body to devote his utmost strength for five years to the service of the ILO as the impartial servant of the whole Organisation. He would do so with an equal loyalty to all and an equal concern for every aspect of the work of the ILO.

He wished to state briefly but at once certain convictions by which he would be guided in all he did in fulfilment of that pledge.

He believed in the Declaration of Philadelphia. He believed in each and every part of it no less profoundly and no less passionately than when Edward Phelan and he had written it together in Montreal a quarter of a century before and the Conference had put clearly on record, for the first time in an historic pronouncement by a world conference, the unequivocal principle of equality of opportunity for all in the freedom and dignity of all mankind.

The ILO was, and must always remain, a universal organisation. It belonged to all mankind and served impartially the whole human race.

The ILO was, and must always remain, an integral part of something vastly greater than itself, the conscious determination of those who had known two world wars to build up, by an unremitting effort which would be neither daunted nor thwarted by constant setbacks and repeated failures, an organised world community of peace and freedom embracing all mankind. Of that determination the United Nations was the present embodiment.

Never had the future of mankind been more precarious. An upsurge of violence, lawlessness and moral inertia threatened the very foundations of civilisation among States and within States throughout the world. The ILO's
primary task was to provide a rational alternative for violence, lawlessness, economic distortion and social disintegration. To do that it must rekindle the moral vitality and social discipline without which there would be no peace, no justice and no freedom. That was a much bigger task and a much greater challenge than any particular part of it, or any of the mutually complementary ways and means by which the ILO discharged it.

The ILO was, and must always remain, a tripartite organisation, a unique partnership in giving a realistic content to practical idealism, an organisation which owed its vitality, its invaluable sense of proportion, its high sense of responsibility, its climate of common sense and compromise, and not least its essentially businesslike habits, to the tripartite composition and structure without which it would lose the distinctive identity which gave it a quite special place in the whole of the United Nations system.

The ILO was, and must always remain, a bulwark of fundamental human rights, and in particular of the three central rights enshrined in the Constitution and embodied in Conventions which had been ratified by from over 70 to over 100 States - freedom from forced labour, freedom of association, and freedom from discrimination by race, creed or sex. Without those personal freedoms, economic progress left man a slave.

The ILO was, and must always remain, a citadel of human freedom in the broader sense, and above all of the fullness of personal freedom without which professed devotion to the freedom and dignity of all mankind would be sterile; personal freedom had its source and sustenance in the freedom of the human spirit; and the freedom of the human spirit had a contagious quality which knew no frontiers.

The ILO was, and must always remain, the advance guard of equality of opportunity for all mankind; it had been, and must always remain, a pioneer of policies of economic stability and growth, a pioneer of fullness of opportunity, a pioneer of a dynamic approach to the social consequences of scientific and technological progress, a pioneer in enlarging the concept of a common responsibility for the common welfare from the national to the world scale, a pioneer of the practical operational action to make those things a reality which had given a new dimension to work during the last quarter of a century; its whole purpose was to provide, as a rational alternative to violence, an orderly discipline for the restlessness of change, a discipline which maintained the momentum of dynamic change which insincerity was always apt to disperse in a general confusion which might all too readily become chaos.

One special responsibility with a vital bearing on the ILO's capacity to do those things rested unequivocally upon the Director-General personally. It was to maintain the integrity, the discipline and the sense of purpose of the International Labour Office. That responsibility he accepted and would discharge. Service in the ILO was a high vocation; it called for the standards of disinterestedness and loyalty appropriate to a high vocation. The Office had the great tradition of public service moulded in its earliest days by Albert Thomas and Harold Butler. It was going to maintain that tradition.

The ILO was not going to rest on its laurels; it was going to win new laurels. It was going to win them by earning them. It was going to earn them by maintaining and developing further the momentum which in only half a century had created the Organisation of the present day out of next to nothing and which would enable those who followed to do what even the youngest of its present servants could not hope to complete themselves. It was going to transform the Declaration of Philadelphia from a vision for the future into a record of practical accomplishment.

He wished to conclude by making a few personal remarks to the Director-General in the presence of the Governing Body. When he had first joined the ILO from Caius College, Cambridge, he had little imagined that the Director-General himself would one day give him a preview of three golden keys. While it was not for him to anticipate the tributes which members of the Governing Body would pay to the Director-General at the forthcoming session for his great services to the ILO, he would simply add a few words. He had been privileged
to continue to enjoy the warm friendship of Harold Butler, Gil Winant and Edward Phelan after their retirement. Albert Thomas had died in harness, but from all of his successors he had continued to receive, after they had left office, much wise counsel whenever, with the knowledge and approval of the Director-General of the day he had sought it. It was a great source of strength, in undertaking responsibilities of the weight of which he had been an intimate witness for so many years, but which no one could measure fully until called upon to discharge them personally, to know that he could count so confidently on Mr. Morse's continued friendship and counsel, and that his predecessor's experience and wisdom would not be wholly lost to the International Labour Office. Only with the utmost humility could any man dare to inherit the mantle of Albert Thomas, Harold Butler, John Winant, Edward Phelan and David Morse.

The session was declared closed at 5.15 p.m.

Approved by the Governing Body at the first sitting of its 181st Session, held on 17 November 1970.

S.O. KOKU,
Chairman.
APPENDIX

ALPHABETICAL LIST OF PERSONS ATTENDING THE SESSION

ABATE, Abebe (Ethiopia), Employer deputy member; Secretary-General, Federation of Employers of Ethiopia; member, Labour Relations Board, Labour Standards Advisory Board, and Employment Advisory Committee.

ABID ALI, M.P. (India), Workers' representative.

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.

AHMAD, Riazuddin, C.S.P. (Pakistan), Government deputy member; Secretary, Ministry of Health, Labour, Social Welfare and Family Planning.


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.


BASTID, Auguste (Ivory Coast), Employer deputy member; Vice-President, Inter-occupational Association of the Ivory Coast.

BECKER, Aaron, M.K. (Israel), Worker deputy member; 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).

BEKTI, Harlan (Indonesia), Employer deputy member; Chairman, Federation of Employers' Associations in Indonesia.

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. Briki, Government deputy member.

BERGENSTROM, 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.
BIDART DE LÓPEZ, Mrs. María 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), Government observer; Attaché, Permanent Mission of Austria to the United Nations Office and the specialised agencies in Geneva.

BOGLIETTI, Giuseppe, observer representing the World Federation of Trade Unions; Permanent Representative in Geneva of the WFTU.

BRATTSTRÖM, Stig (Sweden), First Secretary, Permanent Mission of Sweden to the United Nations Office and the international organisations in Geneva; accompanying Mr. Heinrici, Government observer.

BRIKI, Yahia (Algeria), Government deputy member; Director of Labour and Employment, Ministry of Labour and Social Affairs.

BRILLANTES, Hortencio J. (Philippines), Government observer; Ambassador Extraordinary and Plenipotentiary; Permanent Representative of the Philippines to the United Nations Office and other international organisations in Geneva.

BROWN, A.D. (Australia), First Secretary, Permanent Mission of Australia to the United Nations Office in Geneva; accompanying Mr. Loveday, Government observer.

BRÜCK, Jean, observer representing the World Confederation of Labour; General Secretary of the WCL.

BUKHARI, S.A.D., P.F.S. (Pakistan), Deputy Permanent Representative of Pakistan to the United Nations Office in Geneva; substitute for Mr. Ahmad, Government deputy member.

CARRASCO, Germán (Chile), Counsellor; Deputy Permanent Representative of Chile to the United Nations Office and the international organisations in Geneva; substitute for Mr. Santa Cruz, Government deputy member.

CHANDRASEKHARAN, P.H., Assistant to the Secretary-General, International Organisation of Employers; accompanying Mr. Lagasse, observer representing the IOE.


CHUYEV, Igor Leonidovich (USSR), Adviser, International Section, All-Union Central Council of Trade Unions; accompanying Mr. Pimenov, Workers' representative.

CORBEIL, Jacques J. (Canada), Consul; Second Secretary, Permanent Mission of Canada to the United Nations Office in Geneva; accompanying Mr. Mainwaring, Government representative.

CRUZADO ZAVALA, Julio (Peru), Worker deputy member; General Secretary, Workers' Federation of Peru.

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.

DARSA, Irawan (Indonesia), First Secretary, Permanent Mission of Indonesia to the United Nations Office and the international organisations in Geneva; substitute for Mr. Mursalin, Government representative.
DATCU, Ion (Rumania), Government representative; 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), Workers' representative; Deputy Secretary-General, Belgian General Federation of Labour.

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.

DIALLO, Dramey (Congo (Brazzaville)), Employer deputy member; General Representative of Kronenbourg; Commercial Director of Kronenbourg Breweries; President of the Chamber of Commerce.

DO-LAI-KY (Viet-Nam), Counsellor, Permanent Mission of Viet-Nam to the United Nations Office and the international organisations in Geneva; substitute for Mr. Le-Van-Loi, Government representative.

DUMONT, Alberto Felipe (Argentina), Minister, Permanent Mission of the Republic of Argentina to the United Nations Office and the international organisations in Geneva; substitute for Mrs. Zaefferer de Goyeneche, Government deputy member.

DVIR, 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. Brück, observer representing the WCL.


ERDMANN, Ernst Gerhard (Federal Republic of Germany), Employers' representative; Deputy Director-General, Confederation of German Employers' Associations.

FARHAN FARMANIAN, 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.

FOGAM, Gabriel B. (Cameroon), Workers' representative; General Secretary, West Cameroon Trade Union Congress.

da PONSECA COSTA CUTUO, 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.

FRANCK, Antonio (Central African Republic), Government representative; Minister of the Civil Service and Labour; representative of the Central African Republic on the Governing Body.
GANAO, Charles David (Congo (Brazzaville)), Government deputy member; Ambassador; Permanent Representative of the People's Republic of Congo to the United Nations Office and the international organisations in Geneva.

GARCÍA INCHAUSTEGUI, Mario (Cuba), Government observer; Ambassador; Permanent Representative of Cuba to the United Nations Office and the international organisations in Geneva.

GARCÍA MARTÍNEZ, Federico, Executive Secretary, International Organisation of Employers; accompanying Mr. Lagasse, observer representing the IOE.

GEORGET, Henri (Niger), Employers' representative; public works contractor.

GHALI, Mohamed (Tunisia), Employer deputy member; Director-General, Manouba Tanneries; member of the Executive Board and External Relations Officer, Tunisian Confederation of Industry, Commerce and Handicrafts (UTICA).

GHAYOUR, Massoud (Iran), Employers' representative; member of the Governing Body, Iran Chamber of Industries and Mines; member of the Higher Labour Council.

GIBBS, Miss F.A. (New Zealand), Second Secretary, Permanent Mission of New Zealand to the United Nations Office in Geneva; accompanying Mr. Dawson, Government observer.

GONZALES BLANCO, Diego (Brazil), Employers' representative; National Confederation of Industry.

GOOSSE, R., Geneva Office of the International Confederation of Free Trade Unions; accompanying Mr. Heyer, observer representing the ICFTU.

GREVE, Douglas Hugh (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.

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.

HEINRICI, Sten-Eric (Sweden), Government observer; Head of Division, Ministry of Social Affairs.


HERON, Conrad Frederick, C.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.

HOOGWATER, J.H.W. (Netherlands), Government observer; Director-General for International Affairs, Ministry of Social Affairs and Public Health.

HUANG Yen-chao (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.
IGNATIEFF, George (Canada), Ambassador; Permanent Representative of Canada to the United Nations Office in Geneva; substitute for Mr. Mainwaring, Government representative.

ILIĆ, Miss Zagorka (Yugoslavia), Government observer; Second Secretary, Permanent Delegation of Yugoslavia in Geneva.

JACHEK, Otto (Czechoslovakia), First Secretary, Permanent Mission of the Czechoslovak Socialist Republic to the United Nations Office in Geneva; substitute for Mr. Sváb, Government representative.

JARAMILLO, Felipe (Colombia), Counsellor, Permanent Mission of Colombia to the United Nations Office in Geneva; substitute for Mr. Oviedo, Government representative.

KABORE, Dominique (Upper Volta), Government representative; Minister of Labour and of the Civil Service.

KAIHARA, N. (Japan), accompanying Mr. Shioji, Workers' representative.

KANDERMIR, Nüzhet (Turkey), Government observer; Deputy Permanent Delegate of Turkey to the United Nations Office in Geneva.

KHOURY, Gabriel (Lebanon), Worker deputy member; President, Lebanese Federation of Amalgamated Salaried Employees' and Workers' Unions.

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. Ganao, Government deputy member.

KLEINBERGER, P.A. (United States), Director, Office of International Organisations Affairs, Bureau of International Labor Affairs, Department of Labor; accompanying Mr. Hildebrand, Government representative.


KRISHNAN, Natarajan (India), Government representative; Permanent Representative of India to the United Nations Office in Geneva.

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.

LALDI, Taieb (Algeria), Technical Adviser, Ministry of Labour and Social Affairs; substitute for Mr. Brika, Government deputy member.

LARRUE, Gérald (France), Regional Director of Labour and Employment, Ministry of Labour, Employment and Population; substitute representative of the Government of France on the Governing Body.

LEAÑEZ SIEVERT, Carlos (Venezuela), Government deputy member; Ambassador; Permanent Delegate of Venezuela to the United Nations Office and the international organisations in Geneva; representative of the Government of Venezuela on the Governing Body.

LEHMANN, Hanan (Israel), Histadrut representative in Europe; accompanying Mr. Becker, Worker deputy member.


LOPEZ-ORTEGA, Miss María de los Ángeles (Mexico), First Secretary, Permanent Delegation of Mexico to the United Nations Office and the international organisations in Geneva; accompanying Mr. Valenzuela, Government observer.

LOUET, Roger (France), Workers' representative; Confederation Secretary, General Confederation of Labour—Force ouvrière.

LOVEDAY, H.M., M.B.E. (Australia), Government observer; Ambassador; Permanent Representative of Australia to the United Nations Office in Geneva.

MAHJUB, Mohammed (Libya), Director-General of Labour for Manpower, Ministry of Labour; substitute for Mr. Mehishi, Government representative.

MAIER, Heribert, Head, Economic and Social Affairs Department, International Confederation of Free Trade Unions; accompanying Mr. Heyer, observer representing the ICFTU.

MAINWARING, John (Canada), Government representative; Director, International Labour Affairs Branch, Department of Labour; substitute representative of the Government of Canada on the Governing Body.

MANESCU, Constantin (Rumania), Director, Ministry of Labour; substitute for Mr. Datcu, Government representative.

MARTÍNEZ COBO, José Ricardo (Ecuador), Government representative; Ambassador; Permanent Representative of Ecuador to the United Nations Office and the specialised agencies in Geneva; representative of the Government of Ecuador on the Governing Body.

MASSARANI, Emanuel (Brazil), Attaché, Permanent Delegation of Brazil to the United Nations Office and other international organisations in Geneva; accompanying Mr. Saraiva Guerreiro, Government representative.

MEHISHI, Taher (Libya), Government representative; Under-Secretary of Labour and Social Affairs.

MERCADO, José Raquel (Colombia), Workers' representative; President, Confederation of Colombian Workers.

MIRONOVA, Mrs. Zoja Vassiliévna (USSR), Government representative; Ambassador; Permanent Representative of the USSR to the United Nations Office and other international organisations in Geneva.

MITRAN, Costel (Rumania), Second Secretary, Permanent Mission of the Socialist Republic of Rumania to the United Nations Office and the specialised agencies in Geneva; accompanying Mr. Datcu, Government representative.

MOCHI-ONORI, Manuzio (Italy), Deputy Chief, Liaison with ILO and other international organisations, General Confederation of Italian Industry; accompanying Mr. Salvi, Employer deputy member.


MONTT BAIXACEDÁ, Manuel (Chile), Employer deputy member; Chief, Legal Department, Sociedad de Fomento Fabril.
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.

MURSALIN, Mr. (Indonesia), Government representative; Minister for Manpower.

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.

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.

NJOTOWIJONO, Umarjadi (Indonesia), 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.

NØRAGER, Anton (Denmark), Government deputy member; 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. Waine, 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.

OSMAN, Abdillahi Said (Somalia), Government deputy member; Director-General, Ministry of Justice, Religion and Labour.

OVIEDO, Antonio (Colombia), Government representative; Ambassador; Permanent Representative of Colombia to the United Nations Office and the Government of Colombia on the Governing Body.

OWOR, Moses Steven (Uganda), Government deputy member; Assistant Labour Commissioner; substitute representative of the Government of Uganda on the Governing Body.

PANKERT, A., Assistant to the Secretary-General, International Organisation of Employers; accompanying Mr. Lagasse, observer representing the IOE.

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), 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.

PÉREZ HERNÁNDEZ, Enrique (Spain), Government observer; Ambassador; Permanent Delegate of Spain to the international organisations in Geneva.

PERSONS, Edward B. (United States), Office of International Economic and Social Affairs, Bureau of International Organisation Affairs, Department of State; accompanying Mr. Hildebrand, Government representative.

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.

PIACITELLI, Mario (Italy), Counsellor, Permanent Mission of Italy to the international organisations in Geneva; accompanying Mr. Ago, Government representative.

PIMSNOV, 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. Leánez Sievert, Government deputy member.

POZHARSKY, Vladimir Sergeevich (USSR), Deputy Permanent Representative of the USSR to the United Nations Office and the international organisations in Geneva; substitute for Mrs. Mironova, Government representative.

PURPURA, Rosario (Italy), substitute representative of the Government of Italy on the Governing Body.

RANA, K.K.S. (India), First Secretary, Permanent Mission of India to the United Nations Office in Geneva; substitute for Mr. Krishnan, Government representative.

RASOLO, Fidèle Timon (Malagasy Republic), Worker deputy member; Adviser, Regional Union of Confederated Trade Unions (RUMU).

REYES, Miss Felina T. (Philippines), Labour Attaché, Permanent Mission of the Philippines to the United Nations Office and other international organisations in Geneva; accompanying Mr. Brillas, 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.

SANTA CRUZ, Hernán (Chile), Government deputy member; Ambassador; Permanent Representative of Chile accredited to the United Nations Office and the international organisations in Geneva.

SARAIVA GUERREIRO, Ramiro E. (Brazil), Government representative; Ambassador; Permanent Representative of Brazil to the United Nations Office and other international organisations in Geneva.

SCHRADER, Roger (United States), Labor Attaché, United States Mission, Geneva; accompanying Mr. Hildebrand, Government representative.

SELENGUE, Nicolas (Central African Republic), Deputy Director of Labour, Ministry of the Civil Service and Labour; substitute for Mr. Franck, Government representative.

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.

SKINNER, T.E. (New Zealand), Worker deputy member; President, New Zealand Federation of Labour.

SMETS, D. (Belgium), Government deputy member; ex-Senator; former Chairman, General Workers' Union; former Chairman, International Federation of Building and Woodworkers.

SOLOMON, Beyene (Ethiopia), Workers' representative; President, Confederation of Ethiopian Trade Unions.

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.

ŠVAB, Jiří (Czechoslovakia), Government representative; Chargé d'affaires a.i.; Deputy Representative of the Czechoslovak Socialist Republic to the United Nations Office in Geneva.

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.

THOMAS, Fritz (Federal Republic of Germany), Ministerial Counsellor, Federal Ministry of Labour and Social Affairs; substitute for Mr. Knolle, 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.

VALENZUELA, Raúl (Mexico), Government observer; Minister-Counsellor; Deputy Permanent Delegate of Mexico to the United Nations Office and the international organisations in Geneva.

VAN BELLINGHEN, J.P. (Belgium), Ambassador; Permanent Delegate of Belgium to the United Nations Office and the specialised agencies in Geneva; accompanying Mr. Smets, Government deputy member.

VERSCHUEREN, A. (Belgium), Employer deputy member; Director, Federation of Belgian Industries.

VITAIC JAKASA, Antonio (Argentina), Employer deputy member; of the "Union Industrial Argentina".

WALINE, Pierre (France), Employers' representative; Honorary Delegate-General, Federation of Metallurgical and Mining Industries.

WEISSEITBERG, Gerhard (Austria), Worker deputy member; Counsellor for Social Policy, Austrian Federation of Trade Unions.

WIJESINGHE, Mallory E. (Ceylon), Employer deputy member; Chairman, Employers' Federation of Ceylon; former Chairman, Ceylon Chamber of Commerce.
WLAZŁO, Roman (Poland), First Secretary, Permanent Representation of the Polish People's Republic to the United Nations Office and the specialised agencies in Geneva; accompanying Mr. Zybylski, Government observer.

WOLF, L. (Federal Republic of Germany), accompanying Mr. Beermann, Workers' representative.

YLLANES RAMOS, Fernando (Mexico), Employers' representative; Mexican Confederation of Chambers of Industry.

ZAEFFERER DE GOYENECHE, Mrs. Ana M. (Argentina), Government deputy member; Ambassador; Permanent Representative of the Republic of Argentina to the United Nations Office and the international organisations in Geneva.

ZYBYSZKI, Kazimierz (Poland), Government observer; Deputy Permanent Representative of the Polish People's Republic to the United Nations Office and the specialised agencies in Geneva.