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MINUTES OF THE 206TH SESSION

The 206th Session of the Governing Body of the International Labour Office was held in Geneva on Friday, 2 June and Saturday, 3 June 1978.

The Governing Body was composed as follows:

Chairman: Mr. Morris

Government group:

Australia: Mr. Fogarty
Brazil: Mr. Lopes Susskind
Canada: Mr. Mainwaring
France: Mr. Ventejol
Germany, Federal Republic of: Mr. Haase
Guinea: Mr. Keita
Hungary: Mr. Dombos
India: Mr. Faghupathi
Iran: Mr. Azimi
Italy: Mr. Ago
Japan: Mr. Iwata
Kuwait: Mr. Dabbagh
Liberia: Mr. Bernard
Mexico: Miss Gonzalez Martinez
Norway: Mr. Heldal
Pakistan: Mr. Yunus
Panama: Mr. Villamonte Ramos
Somalia: Mr. Osman
Sudan: Mr. G.M. Ahmed
Togo: Mr. Sangban
Trinidad and Tobago: Mr. Corbie
USSR: Mr. Kostine
United Kingdom: Mr. Hodgkins
Venezuela: Mr. Castellanos
Yugoslavia: Mr. Franic
Zaire: Mr. Kissolokele
Employers' group:

Mr. I.M. AHMED
Mr. APPADURAI
Mr. BERGENSTROM
Mr. COATES
Mr. DIALLO DRAHEY
Mr. LEE
Mr. LINDNER
Mr. NASR
Mr. OECHSLIN
Mr. OLA
Mr. POLITES
Mr. RICHAN
Mr. VEGH GARZON
Mr. YLLANES RAMOS

Workers' group:

Mr. GONZALEZ NAVARRO
Mr. HARAGUCHI
Mr. HAWKE
Mr. LLOYD
Mr. MAIER
Mr. MAKHLOUF
Mr. MEHTA
Mr. MENDOZA
Mr. MORRIS
Mr. NUHR
Mr. PINENOV
Mr. ROBELL
Mr. SANCHEZ MADARIAGA
Mr. SUNDE

The following regular members were absent:

Government group:

China

Employers' group:

Mr. GHAYOUR
Mr. SMITH
Mr. TATA
Mr. VEGH GARZON

Workers' group:

Mr. BROWN
Mr. HERRERAS
Mr. ODEYEMI
The following deputy members, or substitute deputy members, were present at all or some of the sittings:

**Government group:**

- Argentina:
- Austria:
- Burundi:
- Cameroon (United Republic of):
- Colombia:
- Cuba:
- Greece:
- Honduras:
- Indonesia:
- Poland:
- Romania:
- Sierra Leone:
- Sri Lanka:
- Tanzania:
- Thailand:
- Tunisia:
- Turkey:
  - Mr. Rodriguez
  - Mr. Melas
  - Mr. Ndabahagamye
  - Mr. Eko Ngomba
  - Mr. Charly Samper
  - Mr. Lechuga Hetia
  - Mr. Metaxas
  - Mr. Collart-Valle
  - Mr. Sudjino
  - Mr. Kulpinski
  - Mr. Ewe
  - Mr. Macauley
  - Mr. Breckenridge
  - Mr. Makutika
  - Mr. Sangtong
  - Mr. Cherif
  - Mr. Yavuzalp

**Employers' group:**

- Mr. Al-Jaseh
- Mr. Asfour
- Mr. Barneyman-Henson
- Mr. Bekti
- Mr. Benjamin
- Mr. Conde Bandres
- Mr. Gonzales Blanco
- Mr. Hussain
- Mr. Montt Balmaceda
- Mr. Moukoko Kingue
- Mr. Polese
- Mr. Seydi
- Mr. Verschueren
- Mr. Zalila

**Workers' group:**

- Mr. K. Ahmed
- Mr. Ben-Israel
- Mr. Coffie
- Mr. Fassina
- Mrs. Filipas
- Mr. Salanne
- Mr. Sudono
- Mr. Zimba

The following deputy members were absent:

**Government group:**

- Mauritius

**Employers' group:**

- Mr. Chambers
- Mr. Vitaic Jakasa
Workers' group

Mr. DIAZ RAGA
Mr. GHARB
Mr. KIKONGI di MWISA
Mr. SOLOMON
Mr. ZAIDI

The following representatives of States Members of the Organisation invited under article 26, paragraph 5, of the Constitution were present:

Bolivia: Mr. CABALLERO TAMAYO
Uruguay: Mr. REAL

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

Algeria: Mr. BRIKI
Belgium: Mr. NOTERDAEME
Belorussian SSR: Mr. LUKIANOVITCH
Bulgaria: Mr. STEFANOY
Chile: Mr. VENTURA-JUNCA del TOBAR
Czechoslovakia: Mr. CIZEK
Denmark: Mr. CHRISTENSEN
Egypt: Mr. KHALIFA
Finland: Mr. RIIKONEN
German Democratic Republic: Mr. MULLER
Ireland: Mr. GAYNOR
Israel: Mr. BARROMI
Malta: Mr. SALIBA
Mongolia: Mr. BAYARTE
Netherlands: Mr. de de JONG
New Zealand: Miss GRAINER
Nigeria: Mr. WILLIAMS
Peru: Mr. CHAVEZ GODOY
Philippines: Mr. MALDO
Portugal: Mr. ALEIXO
Spain: Mr. BENITO MESTRE
Sweden: Mr. BOUVIN
Switzerland: Mr. ZENGER
Ukrainian SSR: Mr. GRICHTCHENKO

The following were also present:

Mr. BLANCHARD, Director-General
Mr. BOLIN, Deputy Director-General
Mr. JAIN, Deputy Director-General
Mr. WOLF, Assistant Director-General; Legal Adviser
Mr. ASTAPENKO, Assistant Director-General
Mr. BURGAN, Assistant Director-General
Mr. DENBY, Assistant Director-General; Treasurer and Financial Comptroller
Mr. VALTICOS, Assistant Director-General; Adviser for International Labour Standards
Mr. MILHE, Assistant Director-General
Mr. SACIKA, Assistant Director-General
Mr. YOSHI.MURA, Assistant Director-General
Representatives of international governmental organisations:

United Nations:
United Nations Conference on Trade and Development:
Office of the United Nations High Commissioner for Refugees:
United Nations Development Programme:
United Nations Institute for Training and Research:
United Nations Industrial Development Organisation:
United Nations Environment Programme:
Inter-governmental Maritime Consultative Organisation:
International Atomic Energy Agency:
General Agreement on Tariffs and Trade:
League of Arab States:
Arab Labour Organisation:
Intergovernmental Committee for European Migration:
Council of Europe:
Commission of the European Communities:
Organisation of American States:

Mr. QUIJANO-CABALLERO
Mr. JENNINGS
Mr. MORARU
Ms. COLLOMB
Mr. GEISER
Mr. PATMARAJAH
Mr. NDEGWA
Mr. MASSON
Mrs. OPELZ
Mr. CROOME
Mr. AL-DEIRI
Mr. NOUR
Mr. BUENO do PRADO
Mr. RENBORG
Mr. PEEL
Mr. GODOY ARCAZA

Representatives of international non-governmental organisations:

International Confederation of Free Trade Unions:
International Co-operative Alliance:
International Organisation of Employers:
International Social Security Association:
World Confederation of Labour:
World Federation of Trade Unions:

Mr. VANDERVEKEN
Mr. SAXENA
Mr. LAGASSE
Mr. WOLFF
Mr. FRENETTE
Mr. VONDRAS
Substitutes and advisers:

Mr. AGUIRIANO, accompanying Mr. VANDERVEKEN
Mr. ALBALATE LAFITA, accompanying Mr. BENITO MESTRE
Mr. ALDEA, accompanying Mr. ENE
Mr. AMABO FOURCIEL, accompanying Mr. RODRIGUEZ
Mr. de ANGELI, accompanying Mr. VONDRAS
Mr. ASHTON, accompanying Mr. HODGKINS
Mr. AVBAH, accompanying Mr. VENTEJOL
Mr. BACCOUCHE, accompanying Mr. LAGASSE
Mr. BANGOURA, substitute for Mr. KEITA
Mr. BARRIBEGURE, substitute for Mr. NDABAHAHMAYE
Mr. BERNABE, accompanying Mr. POESE
Miss BOCETA, accompanying Mr. BENITO MESTRE
Mr. BORG, accompanying Mr. SALIBA
Mr. BRUASS, accompanying Mr. HELDAL
Mr. BUCHSBAUM, accompanying Mr. VENTEJOL
Mrs. CARON, substitute for Mr. MAINWARING
Mr. CARTIER, accompanying Mr. VENTEJOL
Mr. CASSON, accompanying Mr. QUITANO-CAJALERO
Mr. CHANDRASEKHARAN, accompanying Mr. LAGASSE
Mr. CORDT-HANSEN, accompanying Mr. HELDAL
Mr. CORNELL, accompanying Mr. BOUVIN
Mrs. DALL, accompanying Mr. BERGENSTROM
Mr. DAVENPORT, accompanying Mr. GAYNOR
Mr. DELABRE, substitute for Mr. VENTEJOL
Mr. DIRIE, substitute for Mr. OSMAN
Mr. DOUBINE, accompanying Mr. KOSTINE
Mr. DUFOUR, accompanying Mr. FEEL
Mr. van DUYSE, accompanying Mr. NOTERDAEME
Mr. EL FAZAL, accompanying Mr. CHEPT
Mrs. ENGELEN-KEFER, accompanying Mr. MUHR
Mr. FAHMY, accompanying Mr. AL-DEIRI
Mrs. PAUCHERE, accompanying Mr. FRENETTE
Mr. FLOEAE, accompanying Mrs. FILIPAS
Mr. FORTUIT, accompanying Mr. VENTEJOL
Ms. FREEMAN, accompanying Mr. POGATZ
Ms. FRONCZAK, substitute for Mr. KULPINSKI
Mrs. GOMEZ, accompanying Miss GONZALEZ MARTINEZ
Mr. GONZALEZ IZQUIERDO, substitute for Mr. LECHUGA HEVIA
Mr. GRIFFIN, substitute for Mr. CASTELLANOS
Mr. GÜNTHER, accompanying Mr. BOUVIN
Mr. GÜTEBAU, substituting for Mr. KOSTINE
Mr. CHAMARRO-SUBIZARRA, accompanying Mr. LAGASSE
Mr. HANDEL, substitute for Mr. HAASE
Ms. HAK, accompanying Mr. VERSCHUEREN
Mr. HASHMI, substitute for Mr. YUNUS
Mr. HAYASHIDA, accompanying Mr. IWATA
Mr. HEALY, substitute for Mr. COATES
Mr. HECKEL, accompanying Mr. MÜLLER
Mr. HEINZEMANN, accompanying Mr. LINDNER
Mr. HUYER, accompanying Mr. MUHR
Mr. HUMPHRIES, accompanying Mr. LLOYD
Mr. HURTADO de MENDOZA, accompanying Mr. GODOY ARCAYA
Mr. HUSSEIN, substitute for Mr. DABBAGH
Mr. INAL, accompanying Mr. YAVUZALP
Mr. ISACSSON, accompanying Mr. BOUVIN
Mr. ISHTIKWA, substitute for Mr. IWATA
Mr. JIMENEZ DAIVA, accompanying Mr. RODRIGUEZ
Mr. KARGA, accompanying Mr. BERNARD
Mr. KARY, substitute for Mr. AZIMI
Mr. LABRUNE, accompanying Mr. VONDAS
Mr. LILLIEHÖÖK, substitute for Mr. BERGENSTROM
Mrs. LISBOA de NECER, accompanying Mr. CASTELLANOS
Mr. LINDEN, accompanying Mr. QUIJANO-CABALERO
Mr. LOMBERA PALLARES, substitute for Miss GONZALEZ MARTINEZ
Mr. de LUCA, accompanying Mr. AGO
Mr. LUNA CORONA, accompanying Miss GONZALEZ MARTINEZ
Mr. MACINNES, accompanying Mr. HODGKINS
Mr. MALDONADO y HUERTA, accompanying Miss GONZALEZ MARTINEZ
Mr. MARANGE, accompanying Mr. VENTEJOL
Mrs. MARSH, substitute for Mr. BERNAUD
Mr. G. MARTINEZ, substitute for Mr. RODRIGUEZ
Mr. S.N. MARTINEZ, accompanying Mr. RODRIGUEZ
Mr. NATALA LAMA LOKOTO, substitute for Mr. KISSOLOKELE
Mr. MAUREL, accompanying Mr. PEEL
Mr. MERONI, accompanying Mr. ZENGER
Mr. MILADI, accompanying Mr. CHEF
Mr. MISSE, substitute for Mr. EKO NGOMBA
Mr. MITYAYEV, accompanying Mr. PIMENOV
Mr. MOCAJ, accompanying Mr. PATMARAJAH
Mr. MORALES, substitute for Mr. CHARRY SAMPER
Mr. NARITA, accompanying Mr. LAGASSE
Mr. NARUSE, accompanying Mr. LAGASSE
Mr. NASIER, accompanying Mr. SUDJINO
Mr. NIKHILOV, substitute for Mr. KOSTINE
Mr. NEMO, accompanying Mr. VENTEJOL
Mr. ODOM, accompanying Mr. BOUVIN
Mr. OLYVOY, accompanying Mr. BAYARTE
Mr. PINI, accompanying Mr. AGO
Mrs. NIELI, accompanying Mr. BARRONI
Mr. REANTBAKOON, substitute for Mr. SANGTONG
Miss ROCHE, accompanying Mr. OCHSLIN
Mr. RODIE, accompanying Mr. BUENO do PRADO
Mrs. ROOS, accompanying Mr. RIJKEN
Mrs. SASSO-MASSUFERI, accompanying Mr. POLESE
Mr. K. SATO, substitute for Mr. IWATA
Mr. S. SATO, accompanying Mr. IWATA
Mrs. SCHNEIDER, accompanying Mr. NDEGWA
Mr. SIDRIS, accompanying Mr. METAXAS
Mr. SIDIK, accompanying Mr. SUDJINO
Mr. SIMONICS, substitute for Mr. DOMOKOS
Mr. SNOJELL, accompanying Mr. HODGINS
Mr. SODHI, substitute for Mr. RAGHUPATHI
Miss STEPHEN, substitute for Mr. FOGARTY
Mr. SUSZK, accompanying Mr. VANDERVEKEN
Mr. SZEMASI, accompanying Mr. DOMOKOS
Mr. TAVERNINI, accompanying Mr. AGO
Mr. THIBAULT, accompanying Mr. MAINEWARING
Mr. TOPORI, substitute for Mr. YAVUZALP
Miss TRAIZYUK, accompanying Mr. FRANIC
Mr. TRESK, accompanying Mr. HAASE
Mr. TRUCCI, accompanying Mr. VENTURA-JUNCA del TOBAR
Mr. TUDOR, substitute for Mr. EWE
Miss ULBRICHT, accompanying Mr. LAGASSE
Mr. UTKAN, accompanying Mr. YAVUZALP
Mr. VALIKANGAS, accompanying Mr. RIJKEN
Mr. de VRIES-REILINGH, accompanying Mr. VANDERVEKEN
Miss WEBSTER, accompanying Mrs. OPELZ
Mr. WILMERSTADT, accompanying Mr. HAASE
Mr. WISSE, accompanying Mr. HAASE
Mr. WISSEN, accompanying Mr. BERNARD
Mr. WOOLGAN, accompanying Mr. HODGINS
Miss YAMANE, accompanying Mr. HARAGUCHI
Mr. YOUSSEF, accompanying Mr. NOUR
FIRST SITTING

(Friday, 2 June 1978, morning)

The sitting opened at 10.15 a.m. under the chairmanship of Mr. Morris.

OPENING OF THE SESSION

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

Mr. Bergenström (Employer, Sweden; Employer Vice-Chairman) voiced the Employers' continuing concern about the fate of their colleague and friend Antonio Vitaic Jakasa, who had disappeared on 6 May 1977. They wished to know whether the Director-General had managed to obtain further information and, if not, they would like the inquiries to continue and the Governing Body to be kept informed.

Mr. Hussain (Employer, Pakistan) expressed his pleasure at being once again in the Governing Body after two years' absence. He warmly thanked the Chairman for everything he had done during those two years, with the help of the two Vice-Chairmen and the Director-General, to make his return possible.

The Director-General assured the Governing Body, and Mr. Bergenström in particular, that he would go on seeking information on the fate of Mr. Vitaic Jakasa and communicate it to the Governing Body or, if need be, to its Officers.

Mr. Martinez (Government, Argentina) said that Mr. Vitaic's disappearance was a matter of continuing concern to his Government. Active inquiries were going on, but so far they had come to nothing. All his friends hoped that Mr. Vitaic Jakasa, like Mr. Hussain, would soon resume his place in the Governing Body.

Mr. Muhr (Worker, Federal Republic of Germany) said that the Workers were still without news of their comrade Solomon. They knew that the Director-General had been in touch with the Ethiopian Government, as he had promised, and they looked forward to being kept duly informed.

THIRTEENTH ITEM ON THE AGENDA

Report of the Director-General

The Chairman paid tribute to the memory of Dr. A.M. Malik, Rosario Purpura, Félix Martinez Espino O. and Ernest Kaiser, all of whom had been closely associated with the work of the ILO.

Mr. Bergenström (Employer, Sweden; Employer Vice-Chairman) expressed the Employers' sorrow at the loss of Félix Martinez Espino, a lawyer of high repute who had devoted much of his life to the employers' cause in his own country and at the international level, had attended sessions of the Conference since 1958 and had served on the Governing Body since 1973.

See also below, pp. I/7 and IV/2-8.
Mr. Ago (Government, Italy) paid tribute to Rosario Purpura's services to his country, to the Conference and to the Governing Body, of which he had chaired several committees and been one of the best-liked members. With his death the ILO had lost a loyal servant, and Mr. Ago himself a colleague who had been associated with him since 1951 and a close and faithful friend as well.

Mr. González Navarro (Worker, Venezuela) had first met Félix Martínez Espino 30 years before in Caracas during negotiations on the first collective agreement, when he had shown a remarkable talent for conciliation and made a real contribution to sound industrial relations. He had later helped to introduce a truly tripartite structure in Venezuela through which the workers' interests and human rights had been actively promoted. He had also been one of the main architects of aid for children and working people in city areas. Always concerned to foster understanding and good relations between people in all walks of life, he had won the respect of the working people, who now wished to pay him a well-earned tribute.

Mr. Polese (Employer, Italy) joined in honouring the memory of Rosario Purpura, with whom he had worked for over 30 years in the field of industrial relations and whose kindness, drive and skill in conciliation had earned him general esteem. With his death the State had lost a loyal servant and a stout champion of institutions which he had served with a deep sense of duty, compassion and intelligence.

Mr. Castellanos (Government, Venezuela) said that, if there was any truth in the saying that only those who were forgotten really died, the heartfelt tribute paid to Félix Martínez Espino showed how very much alive, in that sense, he still was. A man of moderate and balanced outlook, Martínez Espino had always tried to understand different points of view and bring the most resolute opponents together. He also wished to join in paying tribute to Rosario Purpura, a friend of many years' standing.

Mr. Fassina (Worker, Italy) expressed the Workers' deep sorrow at the death of Rosario Purpura, a man who had been held in high esteem in his country as head of the collective bargaining division and later as director-general of industrial relations. He had been a past master in the art of settling difficult problems and had always found a way to resolve disputes between organisations. He had also been a true friend.

Mr. Hashmi (Government, Pakistan) expressed appreciation of the tribute paid to Dr. Malik, an outstanding figure in Pakistan who had devoted his whole life to fostering good will in the workers' cause. As Chairman of the Governing Body he had sought to serve the ILO's best interests and it was only right that he should be remembered today.

Mr. Villanes Rasos (Employer, Mexico) expressed the Latin American employers' deep sorrow at the death of Félix Martínez Espino, which was a cruel loss not only to his own country but also to the Governing Body and especially the Employers' group.

Mr. Raghubhati (Government, India) associated his Government with the tribute paid to Dr. Malik.

Mr. Ahmed (Worker, Pakistan) said that Dr. Malik, with whom he had had the privilege of working, had taken a keen interest in the working classes and in relieving the plight of the downtrodden. His fellow countrymen would deeply miss him and his role in the ILO would long be remembered.

Mr. Nuhri (Worker, Federal Republic of Germany) offered the Workers' heartfelt condolences to the family of Ernest Kaiser and to the International Social Security Association. Through long association with the deceased on various bodies of the Association, he could personally testify to Professor Kaiser's deep dedication to the workers' cause. His death was a great loss to the workers, who wished to honour him on this last occasion.
The Director-General joined in the tributes to the memory of four eminent servants of the ILO, two of whom had actually attended the Governing Body's last session in March - Rosario Purpura, a man of admirable devotion, modesty and loyalty to the ILO, and Félix Martinez Espino, who would be remembered for his unfailingly friendly and courteous attitude towards Governing Body members and the Office staff. Ernest Kaiser had set a high example for sound thinking and competence as a social security expert; his death was a grave loss to the ILO and in particular to the Office, which he had served zealously as a member of the Joint Committee of the United Nations Joint Staff Pension Fund.

Mr. Azini (Government, Iran) expressed the deep sorrow he had felt on learning of the death of Dr. Malik, a former Governing Body Chairman who had also represented Pakistan at many Conference sessions, and of Rosario Purpura, who had been a faithful servant of the ILO and a close friend. He associated himself with the tributes to their memories.

The Governing Body adopted the recommendations in paragraphs 7, 12, 17 and 20 of the report.

FIRST ITEM ON THE AGENDA

Approval of the minutes of the 205th Session

Subject to the correction received, the Governing Body approved the minutes of its 205th Session.

SECOND ITEM ON THE AGENDA

Agenda of the 66th (1980) Session of the Conference

Mr. Muhr (Worker, Federal Republic of Germany) expressed the Workers' disappointment at seeing no reference in the point for decision in paragraph 57 of the Office paper to such important subjects as multinational enterprises and social policy, part-time employment and, above all, new social security standards on unemployment benefit, which should be put on the agenda of an early Conference session.

The Workers could nevertheless agree to all of those subjects which were suggested in paragraph 57 "Equal opportunities and equal treatment for men and women workers: workers with family responsibilities" in particular was a subject which deserved priority for 1980 since one of the ILO's main functions was to promote, and adopt instruments on, equality of opportunity.

High priority also attached to "safety and health and the working environment". A comprehensive instrument on the subject would be desirable since existing standards only covered such limited aspects of it as noise, dust and vibration. The list of occupational diseases should also be supplemented, and that could be done in 1980 without making it a separate agenda item.

The Workers were still concerned about the problem of unemployment benefits. At first sight it might seem covered under the heading of "social security and employment" and hence not to call for separate treatment. However, one might wonder in what spirit such a subject was likely to be approached. In some countries it was actually being suggested that excessive unemployment benefits were removing the incentive to look for a job. In fact it was common for unemployment benefits to be pitifully inadequate, and if the Conference took such a view the Workers would of course resist it.
Paragraph 28 of the Office paper raised the question whether "the growing amounts spent on unemployment compensation might not be used to help generate employment". In the Workers' view that was no solution at all. True, enough jobs had to be created to end unemployment, but those for whom the community could not provide jobs were still entitled to a decent standard of living. The two questions were quite separate: job creation had nothing to do with thwarting the workers' legitimate claims to benefit in case of unemployment. Perhaps the Conference should take a broader approach to the problem of employment policy and at its 66th Session see how Convention No. 122 might be, if not revised, at least more fully observed.

Mr. Bergenström (Employer, Sweden; Employer Vice-Chairman) said that the Employers had not yet made their final choice but that in the present financial straits the Office should not be asked to prepare too many law and practice reports. They would like the Director-General's more detailed proposals to be limited to two subjects - "equal opportunities and equal treatment for men and women workers" and "safety and health and the working environment".

Mr. Melas (Government, Austria) favoured the subjects of safety and health and the working environment, night work, and equal opportunities and equal treatment for men and women workers, on the understanding that, regarding the last item, the aim would be not so much to adopt new texts as to revise Recommendation No. 123.

Mr. Raghupathi (Government, India) preferred the subject of equal opportunities and equal treatment for men and women workers and that of social security and employment.

Miss González Martínez (Government, Mexico) favoured two of the subjects suggested: those of safety and health and the working environment and of promotion of collective bargaining.

As regards equal opportunities and treatment, the United Nations was to hold a world conference in 1980 to revise the Plan of Action which supplemented the Declaration on the equality of women and their contribution to development and peace. Questions relating to women had received attention from the International Labour Conference in 1975, but the world conference held at the time under United Nations auspices had not had an opportunity to take proper action on the conclusions adopted. It would therefore be better to hold over the subject of equal opportunity and treatment to 1981 so that account could be taken of the revision of the Plan of Action which the United Nations conference was likely to carry out. Meanwhile, the ILO could make its voice heard at the world conference by communicating to that conference the relevant studies already carried out by it at that time.

Mr. Azizi (Government, Iran) stated his Government's preferences as follows: first, equal opportunities and treatment for men and women workers and, secondly, promotion of collective bargaining.

Ms. Caron (Government, Canada) gave priority to the subject of safety and health and the working environment, on the understanding that it would cover amending the list of occupational diseases, and, secondly, to that of equal opportunities for men and women workers.

Mr. Heldal (Government, Norway) felt that if "safety and health and the working environment" were chosen as an agenda item it should be combined not only with the amendment of the list of occupational diseases, but also with that of night work - one which could hardly be overlooked in any discussion on the working environment. The three subjects might therefore be combined.

First priority should be given to the subject of equal opportunities and treatment for men and women workers. It had won much support in November, when the Governing Body had discussed the agenda for 1979 but decided to postpone it to 1980 because the world conference on women's rights was to be held in that year. New provisions were clearly needed on the subject and preparations for Conference discussion were well advanced. The item should therefore be put on the agenda for 1980, and not for 1981, as Miss González Martínez had suggested, if only to meet the wish expressed by the Conference in 1975 in its resolution concerning a plan of action with a view to promoting equality of opportunity and treatment for women workers.
If the subject of equal opportunities and treatment was given priority in 1980, the second choice might be an item on the working environment comprising the three subjects already mentioned. Two other important subjects — promotion of collective bargaining, and social security and employment — could be dealt with at later Conference sessions.

Mr. González Izquierdo (Government, Cuba) like the workers, was sorry to see that a subject of universal interest like multinational enterprises was not being considered for inclusion in the agenda of a future Conference session.

Among the topics suggested, his Government gave preference to those of safety and health and the working environment, equal opportunities and treatment for men and women workers, and social security and employment, on the understanding that action on the last should include study of the possibility of revising the Employment Policy Convention.

Mr. Haashi (Government, Pakistan), while observing that the Office paper did not say how many subjects the Governing Body should and could consider at its November session, expressed his preference for that of equal opportunities and treatment for men and women workers and that of social security and employment.

Mr. Ventejol (Government, France) attached great importance to all of the subjects suggested. A choice would have to be made in November. He gathered that, even though preferences had been stated in the present preliminary discussion, more detailed proposals would be made on all the items listed and perhaps on others as well. It would be a mistake to rule out any subjects at this preliminary stage and it was only after careful thought that the Governing Body should make its final choice, in November, of the items for the 1980 or even for the 1981 agenda.

Mr. Händler (Government, Federal Republic of Germany) hoped that the documents on the chosen subjects would be made available in good time. His Government's preference was for the subject of safety and health and the working environment, taken together with the amendment of the list of occupational diseases. He doubted whether it would be possible to add the subject of night work, a complex matter which went well beyond that of the working environment.

The subject of social security and unemployment benefits was an important one which should not be lost sight of.

Mr. Simones (Government, Hungary), like Mr. Muhr, was sorry that neither the subject of new social security standards on employment benefit nor that of multinational enterprises and social policy had been suggested for the agenda of the 66th Session of the Conference. He hoped that the vast amount of work done by the Office on those subjects would not be wasted and that they would be considered again on future occasions, along with the Polish proposal for the adoption of an international instrument on the right to work.

For the time being first priority should be given to the subject of social security and employment and second priority to that of safety and health and the working environment, supplemented by the amendment of the list of occupational diseases.

Mr. Sudjino (Government, Indonesia) expressed his preference for the subject of social security and employment and that of safety and health and the working environment.

Mr. Kostine (Government, USSR) also regretted that the list of items suggested for the 1980 Conference agenda did not include one on multinational enterprises nor take account of the Polish proposal for the adoption of an international instrument on the right to work.

His Government's order of preference was: safety and health and the working environment, followed by promotion of collective bargaining and, finally, by social security and employment. He found the suggestion linking the question of job creation to that of unemployment benefit quite unacceptable.
Mr. Hodqkins (Government, United Kingdom) expressed his Government's keen interest in the subject of equal opportunities and treatment for men and women workers. At the end of the section on that subject in the Office paper, however, the impression was given that the problem concerned only workers with family responsibilities. That was a point worth bearing in mind but it should not be forgotten that there was more than that to the problem of equal opportunities and treatment for workers of both sexes.

Mr. Cherif (Government, Tunisia) gave priority to the subject of safety and health and the working environment, which should be dealt with jointly with that of the amendment of the list of occupational diseases.

The subject of night work had been considered by the Conference at its very first session and there were international Conventions banning work by women and children at night. But there was none which applied to men. Men, too, should be protected since night work was very arduous in undertakings using continuous production processes.

The other subjects were also important. An opportunity should be provided for discussing the subject of equal opportunities and treatment for men and women and that of the promotion of collective bargaining. The choice would be a difficult one and Office reports on the various subjects would be well worth having.

Mr. Iwata (Government, Japan) gave first priority to equal opportunities and treatment for men and women workers and second priority to safety and health and the working environment.

Mr. Ínal (Government, Turkey) favoured combining the subject of safety and health and the working environment with that of night work and with the amendment of the list of occupational diseases. He gave first priority to such an item and second priority to the one on equal opportunities and treatment for men and women workers.

Mrs. Ricks Harsh (Government, Liberia) gave priority to the subject of safety and health and the working environment combined with the amendment of the list of occupational diseases. She would also welcome discussion of equal opportunities and treatment for men and women workers. That was not a serious problem in her own country, but it would be an interesting subject because women represented a valuable, though often untapped, source of labour.

Mr. Sanghana (Government, Togo), hoped that the Office would supply the material on the six subjects proposed in good time.

Miss Stephen (Government, Australia) said that her Government had some difficulty in making a choice but at present somewhat preferred the subject of equal opportunities and treatment for men and women workers and that of safety and health and the working environment.

Mr. Lopes Sussekind (Government, Brazil) gave top priority to the subject of safety and health and the working environment, combined with the amendment of the list of occupational diseases, and second priority to the item on equal opportunities and treatment for men and women workers. He doubted whether the subject of night work might be combined with the former item since there was no real connection between the two and night work raised special problems which called for separate treatment.

The Governing Body decided that at its 208th Session (November 1978) it should receive more detailed proposals on the following subjects:

- promotion of collective bargaining;
- equal opportunities and equal treatment for men and women workers: workers with family responsibilities;
- social security and employment (general discussion);
night work;
safety and health and the working environment;

amendment of the list of occupational diseases appended to the Employment Injury Benefits Convention, 1964 (No. 121);

it being understood that the last two subjects should be referred to the Conference for joint treatment as suggested in paragraph 56 of the Office paper.

THIRTEENTH ITEM ON THE AGENDA

Report of the Director-General (cont.)

Second Supplementary Report

Appointment of Assistant Director-General

The Director-General expressed deep satisfaction at the thought that Mr. Francis Yoshimura would henceforth be associated in the work of the Office with the important responsibilities of Assistant Director-General in charge of the ILO's programme in Asia. He had taken up his duties in Bangkok shortly after his appointment and in a few weeks had already familiarised himself with the range of problems facing the whole vast Asian region.

On graduating from university Mr. Yoshimura had joined the Fuji Telecasting Company. In 1966 he had been appointed director of the international division of the Japan Federation of Employers' Associations. In the same year he had for the first time attended the Conference as an Employer adviser and had then become a deputy member and finally a regular member of the Governing Body. In that capacity he had shown familiarity with problems and great energy allied with a sound economic background and a remarkable knowledge of languages. The Office and the Director-General were happy to count on Mr. Yoshimura's co-operation and support.

The Chairman invited Mr. Yoshimura to make the usual declaration of loyalty.

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

Mr. Raghupathi (Government, India) felt that he spoke for everyone in expressing pleasure at Mr. Yoshimura's appointment as Assistant Director-General. Surely there was no one in the Governing Body who did not know Mr. Yoshimura, a fine economist, an able spokesman for the Employers and a distinguished Asian. His appointment would lend welcome support to the cause and objectives of the Organisation, and the speaker wished him every success in his work.

Mr. Iwata (Government, Japan) warmly congratulated Mr. Yoshimura. All were aware of the distinguished contribution he had been making for many years to the work of the ILO as an Employer member of the Governing Body. In Japan, too, he had played a prominent role as executive director of the Japan Federation of Employers' Associations, thanks to his extensive knowledge and experience of international labour problems. In his new position he would undoubtedly do his utmost to improve the workers' lot in Asia.

Mr. Fogarty (Government, Australia) congratulated Mr. Yoshimura, whose long and distinguished career was set out in the Office paper, although he was no stranger to anyone in the ILO. The Asian governments offered the new Assistant Director-General their best wishes for the future.

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1 See pp. 1/1-3 above and pp. IV/2-9 below.
Mr. Bergenström (Employer, Sweden; Employer Vice-Chairman) said that for years he and other Employer members had had ample opportunity to appreciate the abilities and merits of their friend Francis Yoshimura. They wished him good luck in his new post and offered best wishes to his whole family.

Mr. Muhr (Worker, Federal Republic of Germany), for the Workers, congratulated both the Director-General on his decision and Mr. Yoshimura on his appointment. For many years the Workers had enjoyed excellent relations with Mr. Yoshimura, who had always been eminently fair in their dealings with him. They felt sure that he would remain so and were happy to offer him their full support.

Mr. Azimi (Government, Iran) joined in congratulating Mr. Yoshimura on his appointment. His abilities and close familiarity with the ILO gave promise of distinguished service to the Asian region and indeed to the ILO as a whole.

Mr. Beenragoorn (Government, Thailand) congratulated his friend Mr. Yoshimura, who with all the experience he had gained in the Governing Body would surely direct the ILO’s policy and programmes in Asia with great effectiveness and whom he would be glad to support in any way he could.

Congratulations were also due to Mr. Karasaki, who as Regional Director of the ILO for Asia in Bangkok had done much to improve relations between Asian governments and whose field experience would certainly prove of great value in decentralising ILO activities in Asia.

Mr. Hashemi (Government, Pakistan) associated himself with the congratulations offered to Mr. Yoshimura, whose able leadership would serve to advance the Organisation’s work. Pakistan would be glad to offer him any assistance he might need and wished him every success in his new assignment.

Mrs. Eikes Marsh (Government, Liberia) associated herself with the preceding speakers and expressed her confidence in Mr. Yoshimura, a distinguished figure who would undoubtedly do outstanding service to the ILO in his new post.

Miss González Martinez (Government, Mexico) also congratulated Mr. Yoshimura, whose experience and thorough knowledge of the ILO and its procedures would enable him to give the Director-General invaluable assistance.

Mr. Pini (Government, Italy) said that, as Chairman of the Government group, Mr. Ago would surely wish to congratulate Mr. Yoshimura warmly on his important appointment, and in Mr. Ago’s absence offered his best wishes to Mr. Yoshimura.

The Chairman associated himself with the remarks of all who had congratulated Mr. Yoshimura.

The Governing Body took note of the report.

THIRD ITEM ON THE AGENDA

Determination of the Members of the Organisation of Chief Industrial Importance

Mr. Lopes Sussekind (Government, Brazil) endorsed the Director-General’s proposal that the Governing Body should immediately appoint a committee of experts to determine which country should fill the vacancy among the States of chief industrial importance. Normally, the whole list would have called for revision since the last one dated back to 1969, but, in view of the changes in the Governing Body’s composition which might emerge from the current debate on the structure of the Organisation, it seemed better for the time being merely to fill the vacancy. Like the other members of the Group of 77, however, Brazil was opposed to having permanent members on the Governing Body and to the rule making the entry into force of constitutional amendments conditional on ratification by five of those members.
It would no doubt take some time to fill the vacancy. In any event the Governing Body should act without delay to appoint the new State so as to restore the proportion established in Article 7(2) of the Constitution between the permanent and the elected members and between the Government and the Employer and Worker members.

The criteria should be the same as those applied in the 1969 revision of the list. If those criteria warranted keeping the nine present non-elective members on the list they would also afford valid grounds for appointing the tenth. The Director-General should therefore be authorised to set up the competent committee.

Mr. Franic (Government, Yugoslavia) was opposed to haste, in view of the attempts being made to change the ILO's structure. If a committee of experts was to be set up without further delay, was it to appoint only one State or to revise the whole list? If it determined only one State, what would happen if in a year from now, say, the United States decided to rejoin the Organisation? Would the new State then be automatically struck off the list ten as the last one to be put on it? Or would it be regarded as having exactly the same rights as the other nine, and would the whole list then be revised? It was ten years since the list of States of chief industrial importance had last been drawn up. It therefore seemed only logical that the committee of experts should proceed to revise the whole list on the basis of the most recent information available.

Mr. Berggrenström (Employer, Sweden; Employer Vice-Chairman) observed that the Employers had clearly stated their views on the matter at the Governing Body's last session. He merely wished to stress the vital need for observing due process, especially in the present circumstances.

It was high time to set up the committee provided for in the Standing Orders so that the ten States holding a non-elective seat might be determined before the other 18 seats were filled, especially as only two weeks were left before the elections. Only time would tell whether the Constitution should be amended and a new system considered, and for the time being the Governing Body should abide by and apply the existing rules.

Mr. Azimi (Government, Iran) observed that from a strictly legal point of view there was of course no objection to drawing up a new list of the States of chief industrial importance in order to fill the vacancy in the Governing Body. Even on the most sanguine view it would take years to abolish the system of non-elective seats, which the Working Party on Structure had been discussing. Hence the Governing Body's decision raised no problem of law and should be taken without prejudice to the work of the Working Party.

Considering, however, that the ILO wanted to see the United States rejoin as soon as possible, might it not be somewhat early to take steps to fill the vacancy? It seemed wiser not to act too hastily.

Mr. Kuhr (Worker, Federal Republic of Germany) expressed the Workers' agreement with the Director-General's proposal. The rules should be applied as they stood, without anticipating that some day the Constitution might be amended. In any event the committee of experts would be asked merely to prepare the ground since according to Article 7, paragraph 3, of the Constitution the Governing Body alone was empowered to take a decision on the matter. The committee therefore be set up, although it would probably not be feasible for it to report in time for the forthcoming elections.

Mr. Ventejol (Government, France) also saw no legal objection to revising the list of States of chief industrial importance. The problem, however, was not just a legal one: it was also political. Those like himself who firmly believed in the ILO's universality earnestly looked forward to seeing the United States return as soon as possible. A hurried decision to fill the vacancy even if it respected the legal rules, might deter such action by the United States.

Mr. Osman (Government, Somalia) fully endorsed Mr. Azimi's statement. He found paragraph 11 of the Office paper somewhat contradictory. At the beginning it
was stated that "the relevant rules presently in force do not prescribe the criteria to be followed", but towards the end it said: "In a situation in which only one seat falls to be filled, it is suggested that the criteria to be applied should be the same as those which served to determine the other nine States of chief industrial importance".

The representative of the Director-General (Mr. Wolf, Legal Adviser) explained that, according to article 13, paragraph 2 of the Governing Body's Standing Orders, the committee of experts was qualified to advise on the most appropriate criteria for assessing the industrial importance of the various States.

Paragraph 11 of the Office paper merely pointed out that since 1963 the criteria used had been national income, assessed contributions to the ILO budget and economically active population. As that paragraph contemplated action to fill only one vacancy it was suggested that the criteria to be applied should be the same as those which had been used to determine the other nine States of chief industrial importance.

Miss González Martinez (Government, Mexico) also favoured authorising the Director-General to set up a committee of experts which would report to the Governing Body in November. That did not mean that the Governing Body would necessarily have to choose at that time the State to fill the vacancy caused by what was hoped was the temporary withdrawal of the United States. The substantial progress recently achieved on questions of structure did not justify further postponement of a matter which should have been tackled at the last session. There was, once again, no obligation to take a decision in November; but the committee of experts should be set up now if the Governing Body was to have before it at that time the fuller information it needed to make a decision in the ILO's own best interests.

Mr. Kostine (Government, USSR) pointed out that, although work on questions of structure was forging ahead in the Working Party, the subject under discussion was not now before it, and in the circumstances the proposal for setting up a committee of experts could only be endorsed. For the time being the idea was not to appoint a State but merely to determine the principles to be applied in filling a vacancy.

The Governing Body adopted the recommendation in paragraph 6 of its Officers' report.¹

FOURTH ITEM ON THE AGENDA


The Governing Body took note of the report.

SIXTH ITEM ON THE AGENDA

Reports of the Committee on Freedom of Association

ONE HUNDRED AND EIGHTY-FIRST REPORT

Mr. Kostine (Government, USSR) said that the case relating to the USSR referred to in paragraph 4 of the report certainly arose from a misunderstanding.

¹ See also below, p. IV/9.
The matter had no bearing whatever on the ILO's goals and objectives and had been raised by forces inimical to the Soviet Union. This was plainly a case of interference in a country's domestic affairs which took the ILO back to the days of the cold war and sought to involve it in matters which were none of its concern.

Mr. Agn (Government, Italy) said that at its last meeting the Committee on Freedom of Association had introduced a new procedure which marked an important turning point in its work. For the first time the full Committee had held oral proceedings in which it had heard both those who had filed complaints against a certain government and the official representatives of that government. It had been a highly promising experiment, from which the Committee had got a clearer understanding of a situation drawn to its attention and a better idea both of the government's point of view and of the difficulties facing it. The Committee had also been assured that the government was trying to correct certain legislative anomalies. Encouraged by the experiment, it intended to hold such oral proceedings again, since they had the merit of highlighting the quasi-judicial character of its procedure and enhancing its effectiveness.

The Governing Body adopted the recommendations in paragraphs 11, 17, 23, 35, 57 and 105 of the report.

Mr. Rokel (Worker, Madagascar), referring to Case No. 880 relating to Madagascar, noted the Government's statement that the trade unions mentioned in paragraph 109 enjoyed their rights to carry on trade union activities. The wording suggested that those rights were only partial since they applied not to "all activities" but only to "activities". In fact membership of works committees was not open to all trade unions but only to unions affiliated to political parties. Thus the law clearly disregarded the principle of freedom of association and so curtailed trade union rights. The report on Case No. 880 should be sent to the complainants together with the Government's reply.

The Governing Body adopted the recommendation in paragraph 116 of the report.

The discussion of the report was adjourned to a later sitting.  

The sitting closed at 1 p.m.

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1 See also third sitting, p. III/1.

2 See third sitting.
SECOND SITTING (PRIVATE)
(Friday, 2 June 1978, afternoon)

At this sitting, which was held in private, the Governing Body considered the fifth item on its agenda (Report of the Committee Set up to Consider the Representation Presented by the International Confederation of Free Trade Unions under Article 24 of the Constitution Alleging Non-Observance of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), by Czechoslovakia).

In accordance with article 14, paragraph 3, of the Standing Orders of the Governing Body, the minutes of this sitting are being issued separately.
THIRD SITTING
(Friday, 2 June 1978, afternoon)

The sitting opened at 3.50 p.m. under the chairmanship of Mr. Morris.

SIXTH ITEM ON THE AGENDA

Reports of the Committee on Freedom of Association (concl.)

ONE HUNDRED AND EIGHTY-FIRST REPORT (concl.)

Mr. Ago (Government, Italy), referring as Chairman of the Committee to Case No. 840 relating to the Sudan, said that on 30 May - just after the Committee had met - the Office had received a letter from the Government of the Sudan to say that Mr. Gassim Amin, who had been imprisoned on 4 May, had been released under a general amnesty granted by the Government to all citizens held on political grounds. In view of that welcome information Case No. 840 should not be included among those mentioned in paragraph 11 of the report.

Mr. Sánchez Madariaga (Worker, Mexico) referred to the two cases relating to Spain - Nos. 874 and 900 - which, as was said in paragraphs 4 and 5 of the report, the Committee had adjourned. The Workers trusted that by the Governing Body's next session the Spanish Government would have agreed to the requests made by the complainant organisations for the unfreezing of trade union assets and brought law and practice in Spain into line with Conventions Nos. 87 and 98.

Mr. Makhelf (Worker, Tunisia), referring to the complaints filed against the Government of Tunisia (Case No. 899), thanked all those who had shown concern over the fate of the trade unionists still in custody in Tunisia and the tragic events which for the first time - and he hoped the last - had undeservedly sullied that country's reputation for stability, liberalism and moderation. Such concern was a token of friendship for a young and fast-developing country which was as steadfast as ever in its love of freedom and democracy.

The present leaders of the Tunisian General Labour Union (UGTT), most of them veteran militants, had been elected at an ordinary and constitutional congress of the Union. Lawyers had been engaged to defend the trade unionists in custody, whose families were receiving moral and financial support. It was hoped to have them brought to trial, and in public, as soon as possible. If need be, an appeal would be made to the President of the Republic to exercise his constitutional prerogative and grant them an amnesty.

The Governing Body adopted the recommendations in paragraphs 143, 166, 180, 195, 230, 220 and 248 of the report.

ONE HUNDRED AND EIGHTY-SECOND REPORT

Mr. Sánchez Madariaga (Worker, Mexico) expressed the Workers' satisfaction at the reported improvements in the trade union situation in Bolivia. It was also gratifying to note the efforts made by the Government of that country to settle financial problems which were still marring its relationship with the ILO, so that Bolivia might once again enjoy the full rights of membership.

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

1 See first sitting.

2 Dealt with at the first sitting; see above, p. I/11.
ONE HUNDRED AND EIGHTY-THIRD REPORT

Mr. Asso (Government, Italy) was pleased to report that on 31 May the Office had received a telegram from the Uruguayan Government announcing that Mr. Ricardo Vilaro Sanguinetti, an official of the National Workers' Convention (CNT) mentioned in paragraph 18 of the report, had been released from custody.

Mr. Pimenov (Worker, USSR) deeply deplored the state of affairs in Uruguay. Not only were things getting worse; there was not the slightest prospect of their getting better.

The relentless policy of the reactionary military regime which had seized power in 1973 was to crush democracy by the wholesale violation of human and trade union rights. One inhabitant out of 50 had spent time in gaol since 1973. At present there were some 7,000 people in prison, or 0.25 per cent of the whole population. A fifth of those in detention were women. Thousands had been stripped of their civil rights for up to 15 years, imprisoned, tortured or even killed for belonging to trade unions or religious or political bodies. Contrary to the requirements of ILO standards and in flagrant disregard of the basic safeguards of Uruguayan law, those who were arrested or suffered loss of civic rights were refused trial by a civil court of law; instead they were brought before military tribunals and the judges and the counsel for both sides were subject to military discipline and so to tight control by the rulers of the country.

The oldest and strongest of the trade unions had ceased to function. A ban on trade union activities applied to the metal trades, the woodworking and construction industries, secondary school teachers and many others. Unions had had their premises turned into army barracks and their assets confiscated. Even those which had formerly been left unscathed were now being harried.

The economy was in disarray. Galloping inflation had led to further unemployment, which now averaged 12 per cent and was even higher in the rural areas. In 1974 alone the cost of living had risen by 78 per cent, and since 1968 the purchasing power of average wages had fallen by two-thirds.

The ILO should take immediate action to try to bring an end to the appalling oppression of trade unionists and restore full respect for freedom of association in Uruguay.

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

ONE HUNDRED AND EIGHTY-FOURTH REPORT

The Governing Body adopted the recommendations in paragraph 33 of the report.

ONE HUNDRED AND EIGHTY-FIFTH REPORT

Mr. Pimenov (Worker, USSR) recalled that time and again the Governing Body members had called for action to ensure respect for human and trade union rights in Chile, but to no avail. Things were indeed worse than ever. Even according to official statistics 22 per cent of Chilean workers were unemployed and 68 per cent living in dire poverty. Over 2 million people were underfed, and the child mortality rate was the highest in the world.

The economy was in worse straits than ever, and it was the workers who were bearing the brunt. Under the stern rule of the military junta they were quite unable to defend their interests since trade unions were defunct. The junta had flouted all standards on wage fixing. It had put a stop to collective bargaining and denounced collective agreements. It had promulgated decrees which were savage attacks on the workers and their unions, and the mere survival of any trade unions bore witness to the workers' undaunted determination to defend their freedoms.

Perhaps the junta imagined that because some trade unions struggled on people would think that Chileans were free. But the world had learned the truth from the thousands of exiles and refugees who had suffered torture and imprisonment, and it knew of the thousands more who had been murdered or had simply vanished.

The United Nations, the Commission on Human Rights, UNESCO and other international bodies had recently condemned further violations of human and trade
union rights in Chile, but the country's cynical rulers simply lied about what they were doing and carried on regardless, as only a few examples would show. In November last year, copper miners had been arrested and their leaders had since been deported or persecuted. The junta had forbidden a score of trade unions and trade union federations to commemorate Labour Day and had arrested some 600 demonstrators on that day and held them in detention ever since. On 19 April it had proclaimed what it called an "amnesty", but anyone who sought to benefit had to confess to the "criminal" nature of his trade union activities and of his struggle against fascist rule.

Such things simply could not be allowed to go on. The ILO should take the most determined action to have democracy, freedom and trade union rights restored in Chile, to secure the release of all political prisoners and to support the central trade union federation, which had just celebrated the 25th anniversary of its foundation. A demand should once again be addressed to the Chilean authorities to repeal all legislation which denied human and trade union rights and to observe ILO standards in full.

Mr. Montt Balmaceda (Employer, Chile) believed that anyone who made an impartial study of the case relating to Chile and of the report now before the Governing Body was bound to concede that definite progress was being made.

At the last session he had commended the Director-General on deciding to send a personal representative to Chile to confer with the national authorities, and that step had indeed produced good results. The Director-General's representative had had a chance to see how things really were in Chile and to have talks with the authorities, with all the workers' groups and with employers' organisations, and his report, which was objective, revealed welcome developments.

Such direct contacts were clearly useful. Considering what the trade union situation was like in Communist countries, it would be interesting to see whether the Government of the USSR, for example, or Mr. Pimenov, would consent to receiving an ILO representative or delegation for consultations of the kind that had been held in Chile.

Mr. Nekipelov (Government, USSR) was sorry to see the ILO act so much less assiduously than other international bodies in a matter which continued to cause world-wide concern.

In December 1977 the General Assembly of the United Nations had again expressed deep indignation at the repeated violations of human rights and fundamental freedoms in Chile. At its fifth session, in January 1978, the International Commission of Inquiry into the Crimes of the Military Junta in Chile - drawing on material provided by the ILO itself, among others - had declared that the Chilean people were ruled by terror and lived in constant threat of arbitrary arrest, unlawful detention and other forms of violent persecution. A study group which had reported to the Commission on Human Rights in February had told a similar tale: suspected opponents of the regime were subjected to arrest, torture and persecution; human rights were systematically flouted; people went missing and the authorities would say nothing of their fate; there was a ban on political activity; and indeed in January there had been further mass arrests and detentions.

Such events were sufficient commentary on assertions that freedom and the rule of law were returning to Chile. The ILO should act more vigorously to defend Chilean workers and secure the release of all political prisoners, especially trade unionists, and the restoration of human and trade union rights.

Mr. Simonics (Government, Hungary) saw little or no evidence of progress in Chile. As the report said, the Government had failed even to supply information on the fate of the many people who had disappeared. The ILO should take firmer action to give effect to the resolution adopted by the Conference in 1975 and put a stop to the constant and wholesale violations of human rights in Chile, which were deeply disturbing to anyone who cared about the workers' lot.

Mr. González Izquierdo (Government, Cuba) called for a united effort by the international community to end the persecutions in Chile which it had so roundly and often condemned. Once again the Committee's report revealed no improvement whatever. The authorities had not even supplied the required information on the fate of those who had disappeared and they had tried to gloss over their policy of oppression, which was an affront to human dignity.
The case of Chile had already been dragging on for three years. How much longer was the Governing Body going to dally before taking the firm and effective action needed and calling for the restoration of full freedom in that hapless country?

Mr. Sánchez Medariaga (Worker, Mexico) was deeply disturbed by the lack of any sign of improvement in the trade union situation in Chile. As was said in paragraph 110(a)(i) of the report, the authorities had not even supplied information on the fate of those who were held in detention or had disappeared. International trade union confederations were united in demanding vigorous and concerted efforts to ensure that trade unions enjoyed full freedom and that human rights were fully respected in Chile.

Mr. Végh Garzón (Employer, Uruguay) said that the wearisome repetition of accusations levelled against Chile, no doubt from ulterior motives, by a tiny minority of members every time the matter came up in the Governing Body impelled him to point out that most members were satisfied with what the ILO had done over the years.

His own country, too, had been condemned, but he had refrained from engaging in polemics. Both Chile and Uruguay had time and again had to put up with grossly unjust slanders which had little or no bearing on the complaints filed against them with the ILO. What was often overlooked was that the military takeover in Chile had been the first blow in the fight against Marxism in Latin America. But for the bold action of the junta, which had given a timely alert to neighbouring countries and set the pace for a more liberal trend in the region, perhaps Latin America would now be suffering the same tragic fate as Africa.

As any visitor could see for himself, Uruguay had liberalised its economy - which Mr. Pimenov imagined to be in such a sorry state - eased its foreign currency control regulations and introduced social reforms. It was a pity that the countries whose representatives were loudest in ignorant and unjust condemnation of Chile and Uruguay did not follow suit.

Mr. Hawke (Worker, Australia) took grave exception to what Mr. Végh Garzón had said. The best way to put an end to "wearisome" complaints was to put an end to their cause - in this case the wholesale violations of trade union rights.

Mr. Ahmed (Worker, Pakistan) also objected to Mr. Végh Garzón's remarks. The world's workers were as one in their opposition to what was going on in Chile and in their desire to see that country fulfill its obligations towards working people under the ILO's Constitution and Conventions. As was clear from the report, basic human rights were still being flouted and firm action was needed to restore full freedom to workers in Chile.

Mr. Salanne (Worker, France) said that, however wearisome Mr. Végh Garzón might find the complaints, the world's workers found the repression of their comrades in Chile and Uruguay far more so. They knew only too well what police harassment was: in several European countries, for example, workers had been prevented on Labour Day this year from demonstrating in defence of their rights.

The truth of the matter was plain: some 2,500 people had gone missing in Chile; women were on a hunger strike in Santiago to protest against the authorities' refusal to give information on the whereabouts of their menfolk; and hundreds of trade unionists and other militant workers were languishing in gaol awaiting trial.

Mr. Verschueren (Employer, Belgium) expressed the Employers' full agreement with the Committee's recommendations. It was odd that some Governing Body members who were so sensitive to imagined encroachment on their own country's sovereignty should be so careless of that of others.

Though fairly critical of Chile, and rightly so, the Committee did recognise promising and welcome signs of progress - the outcome of its own long and patient efforts - such as the release of trade unionists from prison, the respect shown in some instances for due process of law and the Chilean Government's detailed promise of improvements in the trade union situation. Further direct contacts and oral proceedings might be expected to lead to further progress.

Mr. Lloyd (Worker, United Kingdom) found Mr. Végh Garzón's remarks astonishing. The Committee's most important recommendation in Case No. 823 was the
one in paragraph 110(a)(i) of the report calling on the Chilean Government to continue its attempts to trace missing trade unionists. The essence of freedom of association was the freedom of trade unionists to carry on their activities, and it was that that was being denied in Chile.

The Governing Body adopted the recommendations in paragraphs 67 and 110 of the report.

ONE HUNDRED AND EIGHTY-SIXTH REPORT

Mr. Sánchez Madariaga (Worker, Mexico) noted from the report that the Government of the Dominican Republic had not only denied the rights of trade unions, trade unionists and many workers in that country but also refused to give the fuller information asked for by the Committee. As was recommended in paragraph 88(c), it was vital to give wider publicity to the report, for example at the next Conference session.

The Workers had heard of the victory of the former opposition party in the recent presidential elections and looked forward to hearing shortly from the new Government that freedom and respect for human and trade union rights had been fully restored in the Dominican Republic.

The Governing Body adopted the recommendations in paragraph 88 of the report.

EIGHTH ITEM ON THE AGENDA

Report of the Allocations Committee

The Governing Body adopted the recommendation in paragraph 9 of the report.

NINTH ITEM ON THE AGENDA

Report of the International Organisations Committee

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

TENTH ITEM ON THE AGENDA

Report of the Industrial Activities Committee

Mr. Richan (Employer, Canada) expressed the Employers' support for the Committee's recommendations.

Their acceptance of that in paragraph 25 of the report concerning future ILO action in the field of civil aviation was subject to the reservations referred to in that paragraph and set out in paragraph 24.

As was recorded in paragraph 34, they also had objections concerning the adoption of codes of practice by expert meetings, but they would raise that matter when the Governing Body came to the Director-General's sixth supplementary report.

Mr. Lloyd (Worker, United Kingdom) said that the Workers too endorsed the Committee's recommendations.

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1 See below, pp. IV/5-6.
As was said in paragraph 22 of the report, the Tripartite Technical Meeting for Civil Aviation had urged holding similar meetings often enough to ensure continuity, and the Iron and Steel Committee, worried about the serious unemployment in the industry, had made a similar request. The Workers believed that, though savings did have to be made somewhere, the ILO's effectiveness would depend heavily on its maintaining a full programme of industrial activities.

The Governing Body adopted the recommendations in paragraphs 8, 13, 15, 17, 19, 25 and 27 of the report.

TRIBUTE TO ANWAR SHAHEED

Mr. Ahmed (Worker, Pakistan) offered his best wishes to Mr. Anwar Shaheed, Chief of the Sectoral Activities Department, who was shortly to retire, and were thanks for his services to the Committee and to the ILO over many years.

Mr. Muhr (Worker, Federal Republic of Germany), as the Workers' spokesman in the Industrial Activities Committee, said that he had found it a pleasure to work with Mr. Shaheed and was sorry to see him go. The Workers were deeply grateful to him for his activity in important areas of ILO concern, to which he had devoted much of his working life and offered his best wishes for his health and happiness in retirement.

Mr. Bergenström (Employer, Sweden; Employer Vice-Chairman) expressed the Employers' deep appreciation to Mr. Shaheed, whom they had enjoyed working with over the years. They offered their best wishes to him and his family.

Mr. Bichan (Employer, Canada), speaking for the Employer members of the Committee, thanked Mr. Shaheed for his unfailing co-operation in tackling problems related to the ILO's industrial activities and wished him happiness in his retirement.

Mr. Händler (Government, Federal Republic of Germany) associated himself, his Government and Mr. Haase, the Chairman of the Committee, with the good wishes offered to Mr. Shaheed, who, he hoped, would find his well-earned retirement both enjoyable and rewarding.

Mr. Hashmi (Government, Pakistan) congratulated Mr. Shaheed, a fellow countryman, on his distinguished services to the ILO. The ILO's loss would be his own country's gain since Mr. Shaheed was to take up an assignment with the Government of Pakistan, which would now have the benefit of his vast experience.

Mr. Baghuvathi (Government, India) joined in paying tribute to the valuable services rendered to the ILO by Mr. Shaheed, who in a way belonged as much to India as to Pakistan since he had started his career in the Indian Ministry of Labour. The Indian Government wished him well on his retirement.

Mr. Azimi (Government, Iran) also expressed appreciation of the services rendered by Mr. Shaheed, to whom he wished every success in the years to come.

Mr. Hussain (Employer, Pakistan) hoped that Mr. Shaheed would enjoy success and happiness in the retirement which, after a long and fruitful ILO career, he so well deserved.

Ms. Caron (Government, Canada), who had had an opportunity to appreciate Mr. Shaheed's abilities when she had sat on the Industrial Activities Committee and when she had chaired the Metal Trades Committee at its last session, extended to him her Government's best wishes.

The Director-General expressed appreciation of the good wishes addressed by so many Governing Body members to one whose support he himself had deeply valued and who had for so many years been a friend and colleague on the Office staff.

Anwar Shaheed had headed the Technical Co-operation Department at a time when the ILO had been strengthening its technical co-operation programmes, and he had done much to win support for the ILO from the United Nations Development Programme.
and other organisations not originally concerned with social problems. As director of the ILO office in New York he had earned the esteem of officials of the United Nations and other international organisations stationed there; and as chief of the Sectoral Activities Department he had made an invaluable contribution to the work of the ILO in an important area.

Throughout a distinguished career he had shown wisdom, loyalty, intelligence and sound political judgement. The Office would be sorry to lose him, but he would no doubt continue in his own country to give of his best to the cause of social justice which he had served so well.

ELEVENTH ITEM ON THE AGENDA

Composition and agenda of standing bodies and meetings

First paper

Mr. Muhr (Worker, Federal Republic of Germany), referring to the agenda proposed in paragraph 8 of the Office paper for the Ninth Session of the Advisory Committee on Rural Development, said that in the Workers' view the item entitled "Rural workers' organisations and participation" should be concerned primarily with organisations which were trade unions.

Mr. Lee (Employer, Malaysia), for the Employers, proposed amending that item to read "Rural employers' and workers' organisations and participation".

First, paragraph 7 of the Office paper implied that under that item the Advisory Committee would be considering the role of rural workers' organisations in economic and social development in the light of changes which had occurred since the adoption of the Rural Workers' Organisations Convention, 1975 (No. 141). Article 2(1) of that Convention defined the term "rural workers" to include the "small owner-occupier".

Secondly, raising the standard of living in rural areas was largely a matter of improving labour-management relations, and for that purpose the co-operation of employers' organisations was indispensable.

Thirdly, on the proposal of the Asian Advisory Committee the Governing Body had put on the agenda of the next Asian Regional Conference an item on problems of rural workers in Asia. The Committee had agreed that under that item the role of employers' as well as workers' organisations should be considered in the context of comprehensive rural development.

Mr. Raghupathi (Government of India) said that, while the rural poor had no organisation to speak for them, the message was clear to those like him who had worked among them that the greatest challenge to peace and welfare of mankind was poverty and unemployment in rural areas. The unemployed could not be organised. They must first be gainfully employed. In the agenda for the Ninth Session of the Advisory Committee on Rural Development, "Poverty and employment in the rural areas of the developing countries" had rightly taken precedence over "Rural workers' organisation and participation".

Rural development could not be brought about in isolation and independent of the development of the industrial and transport sectors. It was therefore essential for the ILO to take up the cause of the developing countries in securing the early establishment of the new international economic order designed to reduce disparities between the rich and poor countries and to effect structural changes in mutual interest so that the developing countries could be self-reliant and be efficient in the production of fertilizers, chemicals, cement, irrigation pumps, power equipment and transport machinery which were essential inputs in the process of sustained rural development and economic growth.

1 See also fourth sitting.

2 See GB.205/7/5, Report of the Asian Advisory Committee on its Seventeenth Session, paragraph 125.
Mr. Franic (Government, Yugoslavia) suggested replacing the rather colloquial - and none too clear - term "Third World" with "developing countries" in the proposed item on poverty and employment in rural areas.

Mr. Muhr (Worker, Federal Republic of Germany) said that Mr. Franic's suggestion raised no difficulty for the Workers but Mr. Lee's did.

Paragraph 7 of the Office paper suggested that the purpose of having an item on rural workers' organisations was to see how to ensure closer observance of Convention No. 141. Perhaps there should also be an instrument on rural employers' organisations, but the fact was that the Convention applied only to workers' organisations. The whole point of the Convention was to get rural workers to organise and their organisations to join in the campaign for rural development.

Mr. Bergenström (Employer, Sweden; Employer Vice-Chairman) expressed surprise at what Mr. Muhr had said. A reference to employers' organisations in the wording of the item would not only be fully in keeping with the tripartite principle but would reflect the educational dimension of employer participation.

Mr. Ahmed (Government, Sudan) agreed with Mr. Raghupathi on the importance of the first two items proposed in paragraph 8 of the Office paper and with Mr. Franic's suggestion for amending the second of them.

As for the third item, Mr. Lee's amendment was a good one because it recognised the need for participation by organisations of rural employers as well as of workers. At the same time it should be clearly understood that there was no intention of revising Convention No. 141.

Mr. Robel (Worker, Madagascar) thought that it would have been better to use the term "rural workers" in paragraphs 6 and 7 of the Office paper instead of "rural poor".

Mr. Cherif (Government, Tunisia) agreed. Convention No. 141 and Recommendation No. 149 spoke of "rural workers" and "rural poor" sounded pejorative. The expression "the developing countries" was also preferable to "the Third World".

Mr. Muhr (Worker, Federal Republic of Germany) explained that the Workers were not at all opposed to participation by rural employers' organisations. If the Employers wanted also a discussion on the role of such organisations in improving the lot of rural workers - through collective bargaining for example - then the Workers could agree, but they saw no real need to amend the wording of the item on that account.

Mr. Lee (Employer, Malaysia) said that the Employers had no thought of trying to get Convention No. 141 revised: that was not what the Advisory Committee was supposed to do anyway. What harm was there in including a reference to employers' organisations if the Workers agreed that the Committee should discuss their role?

Mr. Ahmed (Worker, Pakistan) endorsed what Mr. Muhr had said. As had been brought out clearly at the last Asian Regional Conference and at the last session of the Asian Advisory Committee, rural poverty was a problem of concern mainly to developing countries, like those of Asia, where most of the people lived in rural areas and at bare subsistence level. The trouble was that they had no organisations to represent them and would fare no better until they did.

The Chairman took it that the Governing Body agreed to replace "the Third World" with "the developing countries" in the wording of the second item proposed in paragraph 8 of the Office paper and to insert "employers'" and before "workers'" in the wording of the third item.

It was so agreed.

The Governing Body adopted the recommendations in paragraphs 2, 8, and 10 of the first Office paper.
TWELFTH ITEM ON THE AGENDA

International Centre for Advanced Technical and Vocational Training

The Governing Body postponed consideration of this item to its 207th Session.
The sitting closed at 6 p.m.
FOURTH SITTING
(Saturday, 3 June 1976, morning)

The sitting opened at 9.30 a.m. under the chairmanship of Mr. Morris.

SEVENTH ITEM ON THE AGENDA

Reports of the Programme, Financial and Administrative Committee

First Report

The Governing Body adopted the recommendations in paragraphs 3, 5, 6 and 15 of the report.

Miss González Martínez (Government, Mexico) drew attention to the statements she had made in the Committee on the impact of further changes in the rate of exchange between the dollar and the Swiss franc. She confirmed those statements, which were recorded in paragraphs 25, 41 and 54 of the report, and wished to have them brought to the attention of the Conference so that the Mexican Government's views would be quite clear.

Mr. Simonics (Government, Hungary), Mr. Nekipelov (Government, USSR) and Mr. Azimi (Government, Iran) said that for the reasons set out in the passages of the report summarising their statements, they could not support the recommendation in paragraph 59.

Mr. González Izquierdo (Government, Cuba), who in the Committee had reserved his Government's position, stated that he could not accept even the revised proposal submitted by the Director-General.

The Governing Body adopted the recommendations in paragraphs 59 and 62 of the report.

Mr. Nekipelov (Government, USSR) and Mr. Raghupathi (Government, India) drew attention to the statements they had made in the Committee on the subject of the Working Capital Fund.

The Governing Body adopted the recommendation in paragraph 76 of the report.

Mr. Nekipelov (Government, USSR) pointed out that in the Committee's discussion of the question of the Conference record many had expressed the opinion that the credits required should be found out of savings. He drew attention to his remarks on the subject, which were summarised in the report.

Miss González Martínez (Government, Mexico), referring to the sum of $142,000 which had been included in the programme reductions for 1978-79 approved by the Governing Body and which it was then proposed to restore, said that for many Governing Body members there was no question of making savings at the expense of the Conference record. The views expressed on the subject in the Committee and the Governing Body were quite clear. Such a reduction had been approved solely on the assumption that savings would be made on other items of general expenditure at the Conference.

1 Paragraphs 52, 51, 45 and 52.
2 Paragraph 46 of the report.
3 Paragraphs 69 and 74 of the report.
4 Paragraph 98.
Mr. González Izquierdo (Government, Cuba) and Mr. Azimi (Government, Iran) confirmed that understanding and referred to their respective statements in the Committee.1

The Governing Body adopted the recommendation in paragraph 110 of the report.

Mr. Nekipelov (Government, USSR) could not accept the composite financing resolution concerning the programme and budget for 1978-79. It appeared from the table appended to the report that expenditure would rise by nearly 50 per cent in 1979 and that Members' contributions would therefore have to rise in proportion. That kind of financial management was quite unacceptable.

The Governing Body adopted the recommendation in paragraph 114 of the report.

(A statement by the representative of the World Federation of Trade Unions was circulated in connection with the consideration of the report.)

Second Report

The Governing Body adopted the recommendation in paragraph 12 of the report.

ELEVENTH ITEM ON THE AGENDA

Composition and agenda of standing bodies and meetings (concl.)

Second paper

The Governing Body approved the nominations in paragraphs 19, 22 and 25 of the Office Paper.

THIRTEENTH ITEM ON THE AGENDA

Report of the Director-General (concl.)

Mr. Ahmed (Government, Sudan), referring to Part II of the report (Composition of the Organisation), welcomed Djibouti as a Member of the ILO.

The Governing Body took note of Parts II, III and IV of the report.

First Supplementary Report

Interpretation of Conference decisions

The Governing Body took note of the report.

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1 Paragraphs 101 and 99 of the report.
2 See pp. III/7-8 above.
3 See pp. I/1-2 and I/7 above.
Mr. Oechslin (Employer, France) said that the Employers had read the opinion of the members of the Administrative Tribunal with keen interest. In accordance with the undertaking it had made, the Governing Body should now accept that opinion as binding and ask the Director-General to start negotiating with the staff union so that there would be no breach of the agreement between the staff union and the Administration.

Mr. Buhr (Worker, Federal Republic of Germany) said that the Tribunal's opinion made it clear that international civil servants were ill protected in law because they were not subject to the law of the country of their duty station. The ILO should therefore apply the principles which it urged on all countries, in particular the right to bargain freely, which the Tribunal had rightly described as essential. Negotiations with the staff representatives should now begin, and the Director-General should report on their outcome.

Mr. Hodgkins (Government, United Kingdom), speaking on behalf not only of his own Government, but also of those of Australia, Canada, the Federal Republic of Germany, Italy, Japan and several other countries not represented on the Governing Body, said that the Tribunal's opinion was explicit and that, in accordance with its undertaking, the Governing Body should abide by it. The Director-General should therefore start negotiations and report so that a decision could be taken in November.

In the negotiations the Director-General would surely bear in mind the desirability of keeping in line with the common system and would take full account of the recommendations of the International Civil Service Commission as amended by the General Assembly of the United Nations. Despite the staff representative's arguments there did seem to be great advantages in uniformity between the various international organisations in Geneva in matters of salary and conditions of employment.

Lastly, the Commission should carry out a further survey fairly soon and, like the other executive heads, the Director-General should see to it that the staff was duly consulted at all appropriate stages.

Mr. Ventejol (Government, France) also thought it vital, in accordance with one of the ILO's major and fundamental principles, to open frank negotiations and to inform the Governing Body of the outcome in due course, presumably in November.

Mr. Breckenridge (Government, Sri Lanka) thought that much time had been wasted in the process of dealing with the question of General Service category salaries, which were obviously too high. First, it had been decided to seek from the Administrative Tribunal an opinion which it was not even empowered to give; and now that the Governing Body had the Tribunal's opinion before it, it was necessary to await the outcome of further negotiations on the grounds of the subtle distinction drawn in paragraph 28 between the case in which the International Civil Service Commission made recommendations on the salary scale and the case in which the Commission itself determined that scale.

The question at present was on what basis the negotiations would take place, bearing in mind the Governing Body's responsibilities in the matter - and indeed its power to dictate a decision if need be - as well as the general review of the question of General Service category salaries which was scheduled for 1979.

The common system had both advantages and drawbacks but, on the whole, there was much to be said in its favour and the forthcoming negotiations should not have the effect of impairing it.

Miss González Martínez (Government, Mexico) thought that the staff had every right to try through negotiation to mitigate the harmful effects of a General Assembly decision which Governing Body members, for their part, had considered well founded. The decision to seek the Tribunal's opinion had in any event been a sensible one and the negotiations recommended would certainly lead to excellent results. Thanks were due to the Tribunal for its useful advice.
The Mexican Government too was in favour of the common system, which made for co-ordination and sound structuring of the activities of the member organisations and prevented administrative and even political complications. In the forthcoming negotiations between the Administration and the staff union care should be taken not to disregard the ILO's commitments under the common system.

Mr. Heldal (Government, Norway) was glad to see that negotiations were to take place.

Like many others, the Norwegian Government saw a good deal of merit in the common system. But the system could be improved. One question which needed looking into was how far the principles of collective bargaining laid down in ILO Conventions Nos. 87 and 98 might serve in determining staff pay in the ILO and other United Nations agencies. One way of doing that would be to make use of the survey of General Service category pay scheduled for 1979 to bring the system of remuneration into force as far as possible into line with those principles.

The Director-General undertook to start negotiations with the staff union as soon as possible and inform the Governing Body in November of the outcome.

There was obviously no question of the ILO's withdrawing from the common system. The system had undoubted advantages, despite a few troublesome drawbacks, and the staff union itself had not gone so far as to advocate abandoning it: it had simply expressed misgivings about its automatic operation in all situations. In the present instance a settlement might have been reached more easily had negotiations taken place a year before.

Mr. Breckenridge had asked on what basis the negotiations would be held. The Office had all the necessary means at its disposal for that purpose, including the Administrative Committee, to which the matter would be referred and in which the negotiations could be held. The facts were fairly clear, the main one being the body of recommendations made by the International Civil Service Commission.

In future the matter would indeed have to be settled more effectively than in the past. That was why the Director-General had asked the International Civil Service Commission to hold the new survey, originally scheduled for 1980, as soon as possible. Once the Commission had reached conclusions negotiations would be held which it was hoped would clear up the situation.

The negotiations would certainly be conducted in a favourable climate and in a highly responsible way on both sides. They would constitute a basis on which the Director-General would frame his proposals to the Governing Body for final decision in November.

The Governing Body took note of the report.

Fourth Supplementary Report

Procedure for the appointment of committees by the Conference

Mr. Bergenström (Employer, Sweden; Employer Vice-Chairman) said that the Employers would take no part in considering the report or in any decision on the matter.

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

Participation of non-metropolitan territories as observers in the 64th (1978) Session of the International Labour Conference

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

Sixth Supplementary Report

Symposia, seminars and similar meetings

Mr. Bergenström (Employer, Sweden; Employer Vice-Chairman), while thanking the Director-General for submitting a paper on this important subject, said that the Employers wished to have more time to study it and suggested postponing consideration of it to November.

Mr. Richan (Employer, Canada) expressed the Employers' misgivings about the recent tendency for ILO meetings of experts to adopt codes of practice. If such codes were to be drafted and adopted they should be based on a wider fund of information than a small meeting of experts could provide. The experts were appointed mainly on the strength of technical competence but might be unfamiliar with some of the complex problems of putting the codes into practice in industry. To be of any real value such codes should be adopted only after as broad a tripartite discussion as possible.

It would be interesting to have a paper on the subject which would supplement the one which Mr. Bergenström had just proposed holding over to November. The two papers could then be taken together, which would make for a worth-while discussion.

Mr. Muhr (Worker, Federal Republic of Germany) said that the Workers had studied the report and were willing to comment on it but that if the Employers so wished it could be discussed again in November. In any event it brought out clearly the nature and aims of the various kinds of meetings, and the Director-General was to be thanked for having prepared it.

The Workers welcomed the assurances that full attention would continue to be given to the question of balanced participation in all meetings, even if the ILO was not the sponsoring organisation and could therefore bring no direct influence to bear on the composition or on the number of the participants. Even if such meetings did not reach specific conclusions they did help to mould opinion, and that was worth while only if all those concerned had had a chance to state their views.

Another requirement was that at such meetings adequate language services should be provided so that no country would be barred from effective participation for reasons of language. In any event regional meetings should on no account be held in only one language even if most of the countries taking part used it.

Mr. Richan's views to the contrary notwithstanding, the Workers thought it useful for some meetings of experts to adopt codes of practice. Perhaps they were not all fitted to do so and did not all have the required composition, but codes of practice like the one on safety and health in shipbuilding and ship repairing showed that there were indeed meetings of experts which could further the ILO's work by dealing with matters not suited to exhaustive treatment in a Convention or a Recommendation.

Mr. Nasr (Employer, Lebanon) supported Mr. Richan's view that as broad a tripartite discussion as possible should be held before drafting any code of practice. Such codes were really international standards, and right in Geneva there happened to be an agency specialising in the adoption of international standards, namely the International Organisation for Standardisation. What procedure did that organisation follow? It began by holding a meeting of experts to adopt a draft which was then circulated to member States so as to obtain the views of the parties concerned, in particular employers and workers. The final version was then drafted and submitted to the supreme body of the organisation for adoption.
The ILO should follow that example in the preparation of codes of practice, by bringing in all of those who would have to apply them, and it should do so well before the final version was adopted by the competent authorities. That would enhance the codes' practical utility as well as their value in promoting ILO objectives.

The Governing Body postponed consideration of the report to its November 1978 session.

Seventh Supplementary Report

Draft annual report of the Governing Body to the Conference

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

Eighth Supplementary Report

Participation of international organisations in the 66th (1978) Session of the International Labour Conference

Mr. Händler (Government, Federal Republic of Germany) suggested that in future papers of this type some restraint should be exercised in the use of abbreviations. What, for instance, was the World ORT Union? The Chairman explained that it was a vocational training organisation. The Governing Body adopted the recommendations in paragraphs 7 and 11 of the report.

Ninth Supplementary Report

Report of the Officers of the Governing Body

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

Tenth Supplementary Report

Letter from the representative of the Spanish Trade Union Confederation of Workers' Committees

Mr. Bergenström (Employer, Sweden; Employer Vice-Chairman), voiced the Employers' protests against the letter which had been circulated, and which contained some quite shocking statements. If such a document really had to be submitted to the Governing Body under Article 14.1 of the Constitution, that was somewhat disturbing, since in a few years' time the Governing Body might be overwhelmed with all sorts of requests. It would have been better had the Director-General merely taken note of the letter with a view to giving it consideration in due course. Perhaps the authors might be asked to withdraw it and resubmit their request in accordance with Article 14.1 of the Constitution, but in proper form and without making such allegations.

Mr. Mühr (Worker, Federal Republic of Germany), speaking for the Workers, said that some of them were familiar with conditions of work on the North Sea oil rigs
but were unable to bear out the allegations in the letter. At a recent meeting of experts on the subject no such complaint had been made, but of course it was possible not to be fully informed even if such conditions did exist. At all events, it would indeed be desirable to formulate such complaints in accordance with the spirit of the Constitution.

Mr. Heldal (Government, Norway), as representative of one of the countries responsible for such operations in the North Sea, said that Norwegian legislation guaranteed the same conditions of work and wages for foreign as for Norwegian workers. It had also proposed to Parliament several weeks before that Norway should ratify the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143).

The legislation in question naturally covered off-shore petroleum workers, and the Norwegian authorities did their utmost to ensure that it was respected but supervision in the industry was not easy and the problems usually took on an international dimension. Norway had therefore suggested more than once that the ILO should give priority to the question of the off-shore petroleum industry. It had played an active part in the meeting held in 1977 on questions of safety in the industry and was glad to see another session of the Petroleum Committee scheduled for 1980.

The Norwegian Government would be glad if, as a result of the letter under consideration, the ILO were to give the petroleum industry higher priority. An investigation carried out following complaints by the same trade union confederation had shown that in the off-shore petroleum industry average hours of work did not exceed 36 a week and 12 a day. The survey had run into difficulties, however, because employers and workers in the industry held rather widely differing views. That made it all the more desirable for the ILO to give high priority to the industry in question.

Mr. Polites (Employer, Australia) said that the mere fact that the Norwegian Government representative had felt the need to comment on the letter afforded justification for Mr. Bergenström's request. Such wholly unsubstantiated allegations were not a proper basis for discussion in the Governing Body on the priorities for Conference agenda items. Anyone was undeniably entitled to write to the Director-General and ask to have some subject put on the Conference agenda, but it did not necessarily follow that every such communication should form the subject of a public document submitted to the Governing Body. At the same time, the Director-General was quite entitled to take account of any question which was suggested in that way, with a view to including it among the subjects proposed for the Conference agenda.

Mr. Bergenström (Employer, Sweden; Employer Vice-Chairman) endorsed Mr. Polites' view of the matter. Mr. Heldal's statement showed that the Employers' stand was the correct one: such a paper should never have been submitted to the Governing Body.

The Director-General said that he had noted the statements made by Mr. Bergenström and Mr. Polites. The problem was indeed under study in the ILO and a group of experts had considered aspects of it some time before. That was why the Office had come to the conclusion - perhaps a little hastily - that it was right to circulate the paper.

When a subject was contemplated for inclusion in the Conference agenda, the Office normally made detailed proposals to the Governing Body, and it was true that to raise such an important matter in a paper like the present report was perhaps a somewhat unsatisfactory approach to the determination of the Conference agenda.

In future the Director-General would inform the Governing Body of any communication he received from an organisation making a proposal for the Conference agenda which the Governing Body was invited to consider in accordance with Article 14.1 of the Constitution, but he would not necessarily distribute that communication, and the Office would take account of it in preparing papers to assist the Governing Body in determining the Conference agenda.

The Governing Body took note of the report.
Eleventh Supplementary Report

Second Report of the Officers of the Governing Body

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

OTHER MATTERS

Delegation to the Officers of the Governing Body of the responsibilities laid down in article 18 of the Conference Standing Orders

The Chairman said that the Programme, Financial and Administrative Committee had decided, for the period of the 64th (June 1978) Session of the Conference, to delegate to its Officers its responsibilities under article 18 of the Conference Standing Orders in relation to proposals involving expenditure in the fifty-sixth financial period ending 31 December 1979. He proposed that the Governing Body should delegate the same authority to its own Officers.

It was so agreed.

Visit to Santiago of a delegation of the Council of Nordic Trade Unions

Mr. Muhr (Worker, Federal Republic of Germany) said that he had heard that a member of the delegation of the Council of Nordic Trade Unions which was carrying out an inquiry into the situation in Chile had not been received by the director of the ILO office in Santiago. He asked the Director-General to give instructions that that should not happen again.

The Director-General said that appropriate action would be taken on Mr. Muhr's request.

THIRD ITEM ON THE AGENDA

Determination of the Members of the Organisation of chief industrial importance (concl.)

The Director-General said that in accordance with the decision taken the day before by the Governing Body he intended to draw up the list of experts without delay and, as soon as a suitable list was available, to submit it to the Officers of the Governing Body, to whom the Governing Body might wish to delegate authority to approve it.

It was so agreed.

The session was declared closed at 11.10 a.m.

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1 See above, pp. I/8-10.
LISTE ALPHABETIQUE DES PERSONNES PRESENTES A LA SESSION
ALPHABETICAL LIST OF PERSONS ATTENDING THE SESSION
LISTA POR ORDEN ALFABÉTICO DE LAS PERSONAS PRESENTES EN LA REUNIÓN

G = Représentant gouvernemental - Government representative - representante gubernamental
E = Membre employeur - employer member - miembro empleador
T = Membre travailleur - worker member - miembro trabajador
GS = Suppléant gouvernemental - Government substitute - suplente gubernamental
ES = Suppléant employeur - employer substitute - suplente empleador
GCT = Conseiller technique gouvernemental - Government adviser - consejero técnico gubernamental
ECT = Conseiller technique employeur - employer adviser - consejero técnico empleador
TCT = Conseiller technique travailleur - worker adviser - consejero técnico trabajador
GA = Représentant gouvernemental (membre adjoint) - Government representative (deputy member) - representante gubernamental (miembro adjunto)
BA = Membre employeur adjoint - employer deputy member - miembro empleador adjunto
TA = Membre travailleur adjoint - worker deputy member - miembro trabajador adjunto
GAS = Suppléant gouvernemental (membre adjoint) - Government substitute (deputy member) - suplente gubernamental (miembro adjunto)
CACT = Conseiller technique gouvernemental (membre adjoint) - Government adviser (deputy member) - consejero técnico gubernamental (miembro adjunto)
EACT = Conseiller technique employeur (membre adjoint) - employers' adviser (deputy member) - consejero técnico empleador (miembro adjunto)
TACT = Conseiller technique travailleur (membre adjoint) - workers' adviser (deputy member) - consejero técnico trabajador (miembro adjunto)
GNM = Représentant d'un gouvernement non Membre - representative of a non-Member Government - representante de un gobierno no Miembro
IO = Représentant d'une organisation internationale gouvernementale - representative of an international governmental organisation - representante de una organización internacional gubernamental
ONG = Représentant d'une organisation internationale non gouvernementale - representative of an international non-governmental organisation - representante de una organización internacional no gubernamental
AGO, Roberto, M., professeur de droit international, Université de Rome; représentant du gouvernement de l'Italie au Conseil d'administration; vice-président gouvernemental du Conseil d'administration, (Italie).


E AHMED, I.M., Mr. (Sudan), Executive Director, Sudanese Businessmen and Employers' Federation.

TA AHMED, K., Mr. (Pakistan), General Secretary, All Pakistan Federation of Trade Unions.

G AHMED, Osman Mohamed, Mr., Commissioner of Labour, Ministry of Public Service and Administrative Reform, (Sudan).

GMM ALBALATE LAPITA, Joaquin, Sr., agregado para Asuntos Sociales, Misión Permanente de España en Ginebra, (España).

GACT ALDEA, Mircia, M., troisième secrétaire, Mission permanente de la République socialiste de Roumanie à Genève, (Roumanie).

OI AL-DEIRI, Akram, H.E., Ambassador, Permanent Representative in Geneva, (League of Arab States).

GMM ALEXIO, José Maria, M., premier secrétaire, Mission permanente du Portugal à Genève, (Portugal).

EA AL-JASEM, A., Mr. (Kuwait), Assistant Secretary, Kuwait Chamber of Commerce and Industry.

GACT AMARO POURCEL, Eduardo, Sr., Asesor del Ministerio de Trabajo, (Argentina).

ONG ANGELI de, Carlos, M., représentant permanent à Genève, (Fédération syndicale mondiale).

E APPADURAI, E.S., Mr. (Sri Lanka), Secretary, Employers' Federation of Ceylon.

EA ASFOOR, Walid, Mr. (Jordan), President, Amman Chamber of Industry.

GCT ASHTON, R.H.J., Mr., First Secretary, Permanent Mission of the United Kingdom in Geneva, (United Kingdom).

GCT AVRAM, Daniel, M., conseiller juridique, ministère des Affaires étrangères, (France).

G AZIHI, Sadegh, S.E., ambassadeur; Mission permanente de l'Iran à Genève; représentant du gouvernement de l'Iran au Conseil d'administration, (Iran).

ONG BACCOUCHE, Habib, M., assistant du secrétaire général, (Organisation internationale des employeurs).

GS BANGOURA, Masouna, M., inspecteur général du Travail, (Guinée).

EA BANNERMAN-MENSON, F., Mr. (Ghana), Executive Director, Ghana Employers' Association.

GCT BARBEDO ARROIO, Raymundo Guilherme, Sr., primer secretario, Misión Permanente del Brasil en Ginebra, (Brasil).

GAS BARTWEGURE, P., M., conseiller chargé des affaires sociales et culturelles, premier ministre et ministère du Plan, (Burundi).

GMM BARROMI, Joel, H.E., Ambassador; Permanent Representative of Israel in Geneva, (Israel).

GMM BAYARTE, Luvsandorjin, Mr., Third Secretary, Permanent Mission of the Mongolian People's Republic in Geneva, (Mongolia).

EA BEKTI, H., Mr. (Indonesia), Chairman, Employers' Associations in Indonesia (PUSPI) and President, Bekti Industrial and Development Corporation.
TA
BEN ISRAEL, Gidon, Mr. (Israel), member, Executive Bureau, Histadrut (Federation of Labour in Israel).

GWM
BENEITO MESTRE, Fernando, S.E., Embajador; representante permanente de España en Ginebra, (España).

EA
BENJAMIN, A.E., Mr. (Sierra Leone), Executive Officer, Sierra Leone Employers' Federation.

E
BERGENSTROM, Gullmar, Mr. (Sweden), Chairman, International Council of the Danish, Finnish, Norwegian and Swedish Employers' Confederation; Vice-Chairman of the Governing Body.

ZACT
BENNABEI, G.C., M., accompagnant M. Polese.

G
BERNARD, Estrada J., The Hon., Minister of Labour, Youth and Sports, (Liberia).

GWM
BECITA, María Rosa, Sra., primer secretario de Embajada, Mision Permanente de España en Ginebra, (España).

GWM
BOEG, Saviour F., Mr., Acting Permanent Delegate, Permanent Mission of Malta in Geneva, (Malta).

GWM
BOUVIN, Ake, Mr., Chief Legal Officer, Ministry of Labour, (Sweden).

GA
BRECKENRIDGE, K.K., Mr., Counsellor, Permanent Mission of Sri Lanka in Geneva, (Sri Lanka).

GWM
BRICKLI, Yahia, M., conseiller, Mission permanente de la République algérienne démocratique et populaire à Genève, (Algérie).

GCT
SPAAAS, Odd, Mr., Counsellor, International Relations Division, Ministry of Social Affairs, (Norway).

GCT
BUCHSBÄUM, Roger, M., administrateur civil, Division des relations internationales, ministère du Travail et de la Participation, (France).

GI
BUENO do PRADO, F., Mr., Chief, Research and International Agency Liaison Unit, (Intergovernmental Committee for European Migration).

GWM
CAPALDONO TAMAYO, Xavier, S.E., Embajador; representante permanente de Bolivia en Ginebra, (Bolivia).

GS
CASON, Lucille, Mrs., Director, International Relations, International and Provincial Relations, Department of Labour, (Canada).

GCT
CARTIER, Jean-Louis, M., administrateur civil, Division des relations internationales, ministère du Travail et de la Participation, (France).

OI
CASSON, Peter, Mr., Deputy Director, External Relations and Inter-Agency Affairs, United Nations Office in Geneva, (United Nations).

G
CASTELLANOS, Diego Luis, S.E., Embajador; representante permanente de Venezuela en Ginebra, (Venezuela).

ONG
CHANDRASEKHARAN, P.H., M., secrétaire exécutif, (Organisation internationale des employeurs).

GA
CHARPY SAMPER, Héctor, S.E., Embajador; representante permanente de Colombia en Ginebra, (Colombia).

GWM
CHAVEZ GODOY, Luis, Sr., representante permanente alterno del Perú en Ginebra, (Perú).

GA
CHERIF, Habib, M., directeur du travail, ministère des Affaires sociales; représentant du gouvernement de la Tunisie au Conseil d'administration, (Tunisie).

GWM
CHRISTENSEN, Hans Flasand, Mr., Assistant Head of Division, International Relations Division, Ministry of Labour, (Denmark).

GWM
CIZEK, Josef, M., deuxième secrétaire, mission permanente de la République socialiste tchécoslovaque à Genève, (Tchécoslovaquie).
E COTES, John Arthur Gordon, Mr., DFC (United Kingdom), Chairman, International Labour Committee, Confederation of British Industry.

TA COPPIE, Joseph, M. (Côte-d'Ivoire), Secrétaire général, Union générale des travailleurs de Côte-d'Ivoire.

GA COLLART-VALLE, Antonio, S.E., Embajador; representante permanente de Honduras en Ginebra; representante del Gobierno de Honduras en el Consejo de Administración, (Honduras).

OI COLLONS, Raymonde, Ms., External Relations Officer, UNDP European Office, (United Nations).

ZA CONDE BANDRES, M., Sr. (España), Presidente, Hriana Bandrés y Conde.

G CORBIE, F., Hr., Director of Labour Administration, Ministry of Labour, Social Security and Co-operatives; representative of the Government of Trinidad and Tobago on the Governing Body, (Trinidad and Tobago).

GCT CORDT-HANSEN, Hacon, Mr., Labour Attaché, Permanent Mission of Norway in Geneva, (Norway).

GNM CORNELL, E., Mr., Minister, Permanent Mission of Sweden in Geneva, (Sweden).

OI CROOME, John, Mr., Director, External Relations Officer, (General Agreement on Tariffs and Trade).


ECT DALL, Stina, Mrs., Swedish Employers' Confederation; accompanying Mr. Bergenström.

GNM DAVENPORT, Bernard, Mr., Deputy Permanent Representative of Ireland in Geneva, (Ireland).

GS DELARBRE, Hubert, M., inspecteur général des affaires sociales; représentant suppléant du gouvernement de la France au Conseil d'administration, (France).

E DIALLO DRAMEY, Christian, M. (Congo), président de la Chambre de commerce, d'agriculture et d'industrie.

GS DIRIE, Ismail M., Mr., Second Secretary, Permanent Mission of the Somali Democratic Republic in Geneva, (Somalia).

G DOMOKOS, Hatyas, S.E., ambassadeur; représentant permanent de la République populaire hongroise à Genève, (Hongrie).


OI DUFOR, M.C., M., administrateur, (Commission des Communautés européennes).

GA EKO NGOUMBA, Frédéric, M., secrétaire général, ministère du Travail, (République-Unie du Cameroun).

GACT EL FAZZA, Abdeljelil, M., secrétaire d'ambassade, mission permanente de Tunisie à Genève, (Tunisie).

GA ENE, Constantin, S.E., ambassadeur; représentant permanent de la République socialiste de Roumanie à Genève, (Roumanie).

TCP ENGELEN-KEFER, U., Mrs., Chief of Division, Executive Board, German Confederation of Trade Unions (DGB); accompanying Mr. Muhr.

OI FAHMY, Mohamed Mahmoud, Mr., Second Secretary, Permanent Mission in Geneva, (League of Arab States).

TA FASSINA, Bruno, M. (Italie), ancien secrétaire national, Fédération des textiles de la Confédération italienne des syndicats de travailleurs (CISL).

ONG FAUCHERE, Béatrice, Mme, bureau de Genève, (Confédération mondiale du travail).
FILIPAS, C., Mme (Roumanie), secrétaire au Conseil central de l'Union générale des syndicats.

FLOREA, Gheorghe, M., membre du Conseil central de l'Union générale des syndicats; accompagnant Mme Filipas.

FOGARTY, A.D., Mr., Minister (Special Labour Adviser), Permanent Mission of Australia in Geneva; representative of the Government of Australia on the Governing Body, (Australia).

POSTUIT, Jean-Claude, M., conseiller des affaires étrangères, ministère des Affaires étrangères, (France).

FRANCIC, Josip, Mr., Director, Federal Bureau for Employment; representative of the Government of Yugoslavia on the Governing Body, (Yugoslavia).

FREMAN, Helen, Ms., Second Secretary, Permanent Mission of Australia in Geneva, (Australia).

FRENETTE, Gilles, M., représentant permanent à Genève, (Confédération mondiale du travail).

FPONCZAK, Wackaw, Chief Specialist, Mr., Ministry of Labour, Wages and Social Affairs, (Poland).

GEISER, H., Mr., Officer in charge, (United Nations).

GODAY ARCAIAY, Oscar, Mr., Permanent Observer in Geneva, (Organization of American States).

GOMEZ, Maria del Carmen, Sra., Asesora, Dirección General de Asuntos Internacionales, Secretaría del Trabajo, (México).

GONZALES BLANCO, D., Sr. (Brasil), Presidente del Consejo de la Organización Internacional de Empleadores.

GONZALEZ IZQUIERDO, Cristobal, Sr., consejero adscripto, Mision Permanente de Cuba en Ginebra, (Cuba).

GONZALEZ MARTINEZ, Aida, S.E., Embajadora; Directora General de Asuntos Internacionales, Secretaría de Trabajo y Previsión Social; representante del Gobierno de México en el Consejo de Administración, (México).

GONZALEZ NAVARRO, José, Sr. (Venezuela), Confederación de Trabajadores de Venezuela.

GRAINGER, B.J., Miss, Third Secretary, Permanent Mission of New Zealand in Geneva, (New Zealand).

GRUNTENKO, Y.P., M., représentant permanent de la RSS d'Ukraine à Genève, (RSS d'Ukraine).

GRUSCHENKO, Héctor, Sr., primer secretario, Misión Permanente de Venezuela en Ginebra; representante suplente del Gobierno de Venezuela en el Consejo de Administración, (Venezuela).

GRUNDBERG, Lars, Mr., First Secretary, Permanent Mission of Sweden in Geneva, (Sweden).

GUEBOV, V.M., M., conseiller, ministère des Affaires étrangères, (URSS).

GUIJARRO-ZUBIZARRETA, Pedro, M., assistant du secrétaire général, (Organisation internationale des employeurs).


HAK, Cornelia, Ms., Chief, International Social Affairs Division, Federation of Netherlands Industry; accompanying Mr. Verschueren.
GS  HANDLE, Kurt, Mr., Chief, Section for ILO Affairs, Federal Ministry of Labour and Social Affairs, (Federal Republic of Germany).

T  HARAGUCHI, Y., Mr. (Japan), President, ZENKO (All Japan Metal Miners Union).

GS  HASHMI, Akhlaq, Mr., Second Secretary, Permanent Mission in Geneva, (Pakistan).

T  HAWKE, R.J., Mr. (Australia), President, Australian Council of Trade Unions.

GCT  HAYASHIDA, Hideki, Mr., First Secretary, Permanent Mission of Japan in Geneva, (Japan).

ES  HEALY, Thomas Patrick Augustine, Mr., OBE, Head, International Labour Department, Confederation of British Industry; personal substitute for Mr. Coates.

GNM  HECKEL, Rainer, Mr., Ministry of Foreign Affairs, (German Democratic Republic).

ECT  HEINZEMANN, B., Mr., Confederation of German Employers' Associations; accompanying Mr. Lindner.

G  HELDAL, Halldor, Mr., Deputy Director, Ministry of Social Affairs; representative of the Government of Norway on the Governing Body, (Norway).

TCT  HEYER, Albert, Mr.; accompanying Mr. Muhr.

G  HODGKINS, D.J., Mr., Under-Secretary, Department of Employment; representative of the Government of the United Kingdom on the Governing Body, (United Kingdom).

TCT  HUMPHRIES, Colin, Mr., Trades Union Congress; accompanying Mr. Lloyd.

OI  HURTADO DE MENDOZA, Félix, Mr., Counsellor, European Regional Office, (Organization of American States).

PA  HUSSAIN, M.T., Mr. (Pakistan), President, Lahore Stock Exchange.

GS  HUSSEIN, Abdullah Ghouloum, Mr., Head, External Affairs Service, Ministry of Social Affairs and Labour, (Kuwait).

GACT  INAL, Mehmet Ali, Mr., Counsellor of Labour, Permanent Mission of Turkey in Geneva, (Turkey).

GNM  ISACSSON, Bert, Mr., Director of International Affairs, Ministry of Labour, (Sweden).

GS  ISHIKAWA, Mitsukazu, Mr., Counsellor, Permanent Mission of Japan in Geneva; substitute representative of the Government of Japan on the Governing Body, (Japan).

G  IWATA, Teruyoshi, Mr., Deputy Vice-Minister for International Labour Affairs, Ministry of Labour; representative of the Government of Japan on the Governing Body, (Japan).

OI  JENNINGS, J., Mr., Manufactures Division, (United Nations).

GACT  JIMENEZ DAVILA, Fernando, Sr., Ministro Plenipotenciario, Misión Permanente de la República Argentina en Ginebra, (Argentina).

GNM  JONG de, I.M., Mr., Second Secretary, Permanent Mission of the Netherlands in Geneva, (Netherlands).

GCT  KARNGA, Rushu, Mr., Assistant Minister of Labour and Trade Union Affairs, Ministry of Labour, Youth and Sports, (Liberia).

GS  KARY, Abdol Hossein Mohammad, M., directeur général des relations internationales, ministère du Travail et des Affaires sociales; représentant suppléant du gouvernement de l'Iran au Conseil d'administration, (Iran).

G  KEITA, Mory El Hadj, M., ambassadeur à Rome, (Guinée).

G KISSOLOKELE WAMBA, M., Secrétaire d'Etat, département d'Etat au Travail et à la Prévoyance sociale, (Zaire).


GA KULPINSKI, Jan, Mr., ministre plénipotentiaire; représentant du gouvernement de la République populaire de Pologne au Conseil d'administration, (Pologne).

ONG LABRUNE, L., M., représentant permanent à Genève, (Fédération syndicale mondiale).

ONG LAGASSE, E., M., secrétaire général, (Organisation internationale des employeurs).

GA LECUNHA HEVIA, Carlos, S.E., Embajador; representante permanente de Cuba en Ginebra, (Cuba).

E LEE, G.Y.L., Mr. (Malaysia), Member of Council, Malayan Mining Employers' Association.

ES LILLIHÖÖK, Björn, Mr., Swedish Employers' Confederation; personal substitute for Mr. Bergenström.

E LINDNER, Wolf-Dieter, Mr. (Federal Republic of Germany), Chief, International Social Policy Branch, Confederation of German Employers' Associations.

GCT LISBOA DE NECER, Rosa, Sra., tercer secretario, Misión Permanente de Venezuela en Ginebra, (Venezuela).

OI LISITSKY, V., Mr., Co-ordination Officer, External Relations and Inter-Agency Affairs, Office of the Director-General, United Nations Office in Geneva, (United Nations).

T LLOYD, Glyn, Mr. (United Kingdom), Member, General Council of the Trades Union Congress; Member, National Executive of the Union of Construction, Allied Trades and Technicians.

GS LOMBERA PALLARES, Enrique, Sr., consejero de la Misión Permanente de México en Ginebra; representante suplente del Gobierno de México en el Consejo de Administración, (México).

G LOPES SUSSEKIND, Arnaldo, Sr., presidente del Comité de revisión de la legislación laboral; ex Ministro de Trabajo; representante del Gobierno de Brasil en el Consejo de Administración, (Brasil).


GNN LUKIANOVITCH, V., Mr., Permanent Representative of the Byelorussian Soviet Socialist Republic in Geneva, (Byelorussia).

GCT LUNA CORONA, Dámaso, Sr., Asesor, Dirección General de Asuntos Internacionales, Secretaría del Trabajo, (México).

GCT MacINNES, K.G., Mr., Counsellor, Permanent Mission of the United Kingdom in Geneva, (United Kingdom).

GA MACULJEY, J.S., Mr., Labour Officer, Ministry of Labour, (Sierra Leone).

T MAIER, H., Mr. (Austria), Social Policy Counsellor, Austrian Confederation of Trade Unions.

G MAINWARING, John, Mr., Director-General, International and Provincial Relations, Department of Labour; representative of the Government of Canada on the Governing Body, (Canada).

T MAKHLOUF, Mustapha, M. (Tunisie), secrétaire général adjoint, Union générale tunisienne de travail.

GCT MALDONADO y HUERTA, Antonio, Sr., Asesor, Dirección General de Asuntos Internacionales, Secretaría del Trabajo, (México).

GCT MARANGE, James, M., chargé de mission au cabinet du Président du Conseil économique et social, (France).

GS MARSH, Victoria Rick, Mrs., Assistant Minister of Administration, Ministry of Labour, Youth and Sports, (Liberia).

GAS MARTINEZ, Gabriel O., S.E., Embajador; representante permanente de la República Argentina en Ginebra, (Argentina).

GACT MARTINEZ, Santos Nestor, Sr., Ministro, Ministerio de Relaciones Exteriores, (Argentina).

OI MASSON, Francis D., Mr., Liaison Officer in Geneva, (Inter-governmental Maritime Consultative Organisation).

GS MATALA LAMA LOKOTO, H., conseiller, département d'Etat au Travail et à la Prévoyance sociale, (Zaire).


T MEHTA, Kanti, Mr. (India), Vice-President, Indian National Trade Union Congress.


T MENDOZA, D.T., Mr. (Philippines), President, Philippines Congress of Trade Unions (PHICONTU).

GA MERO, Flavio, M., secrétaire d'ambassade, Mission permanente de Suisse à Genève, (Suisse).

GA METAXAS, A., S.E., ambassadeur; représentant permanent de la Grèce en Suisse; représentant du gouvernement de la Grèce au Conseil d'administration, (Grèce).

GACT MELADI, Abdelhamid, M., chef de cabinet du ministre des Affaires sociales, (Tunisie).


TCT MITIYAEV, Ivan I., M., chef de service, section internationale, Conseil central de la Confédération des syndicats de l'UESS; accompagnant M. Pimenov.

OI MOCOCAIN, J., Mr., (United Nations).

EA MONTT BALMACEDA, M., Sr. (Chile), Presidente de la Comisión de Asuntos Internacionales del Trabajo, Confederación de la Producción y del Comercio.

GAS MORALES, Agustín, Sr., primer secretario, Misión Permanente de Colombia en Ginebra, (Colombia).

OI MORARU, Ion, Mr., Member, Assistance Division, (Office of the United Nations High Commissioner for Refugees).

T MONGIS, J., Mr. (Canada), President, Canadian Labour Congress; Chairman of the Governing Body.

EA MOKOKO KINGUE, F., M. (Cameroun), Président de l'Union des syndicats professionnels du Cameroun.

T MÜHR, Gerd, Mr. (Federal Republic of Germany), Vice-President, German Confederation of Trade Unions (DGB).

GMM MÜLLER, Horst, Mr., First Secretary, Permanent Mission of the German Democratic Republic in Geneva, (German Democratic Republic).
GNM  WALDO, José, Mr., Labor Attaché, Permanent Mission of the Philippines in Geneva, (Philippines).

ONG  NARITA, Osamu, M., (Organisation internationale des employeurs).

ONG  NARUSE, Takeo, M., (Organisation internationale des employeurs).

GACT  NASTER, Abdul, Mr., Third Secretary, Permanent Mission of Indonesia in Geneva, (Indonesia).

E  NASR, M., Mr. (Lebanon), Association of Lebanese Industrialists.

GA  NDABAHAGAMYE, L., M., directeur général du travail et de la sécurité sociale, ministère du Travail et de la Sécurité sociale, (Burundi).

OI  NDEGWA, Philip, Mr., Deputy Assistant, Executive Director, Bureau of Programme, (United Nations).

GS  NEKIPPELOV, D.S., M., conseiller, ministère des Affaires étrangères; représentant suppléant du gouvernement de l'URSS au Conseil d'administration, (UFSS).

GCT  NEMO, André, M., conseiller d'ambassade, Mission permanente de la France à Genève, (France).

GWM  NGTERDAEME, P., S.E., Ambassadeur; représentant permanent de la Belgique à Genève, (Belgique).

OI  NOUF, Mahmoud Saleh, M., chef, Délégation permanente de l'OAT à Genève, (Organisation arabe du travail).

GWM  ODMAN, F., M., First Secretary, Ministry of Labour, (Sweden).


E  OLA, James Akirwal, Mr. (Nigeria), President, Nigeria Employers' Consultative Association.

GWM  OLZVOY, Khumbagyn, Mr., Attaché, Permanent Mission of the Mongolian People's Republic in Geneva, (Mongolia).

OI  OPELZ, Merle, Mrs., Head, IAEA Office in Geneva, (International Atomic Energy Agency).

G  OSMAN, Abdillahi, H.E., Ambassador; Permanent Representative of the Somali Democratic Republic in Geneva, (Somalia).

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