MINUTES OF THE 226TH SESSION
<table>
<thead>
<tr>
<th>Title of agenda item</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Approval of the minutes of the 224th and 225th Sessions</td>
<td>I/2</td>
</tr>
<tr>
<td>Agenda of the 72nd (1986) Session of the Conference</td>
<td>I/2</td>
</tr>
<tr>
<td>Annual Report of the Governing Body to the Conference</td>
<td>II/1</td>
</tr>
<tr>
<td>Reports of the Committee on Freedom of Association</td>
<td>IV/9</td>
</tr>
<tr>
<td>Two hundred and thirty-fourth report</td>
<td>IV/10</td>
</tr>
<tr>
<td>Two hundred and thirty-fifth report</td>
<td>IV/12</td>
</tr>
<tr>
<td>Reports of the Programme, Financial and Administrative Committee:</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>First Report</td>
<td>IV/3</td>
</tr>
<tr>
<td>Second Report: Personnel questions</td>
<td>IV/7</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Report of the Committee on Standing Orders and the Application of Conventions and Recommendations</td>
<td>IV/12</td>
</tr>
<tr>
<td>Report of the International Organisations Committee</td>
<td>IV/13</td>
</tr>
<tr>
<td>Report of the Industrial Activities Committee</td>
<td>II/2</td>
</tr>
<tr>
<td>Report of the Committee on Multinational Enterprises</td>
<td>IV/1</td>
</tr>
<tr>
<td>Composition and agenda of standing bodies and meetings:</td>
<td></td>
</tr>
<tr>
<td>First paper</td>
<td>II/5</td>
</tr>
<tr>
<td>Second paper</td>
<td>IV/16</td>
</tr>
<tr>
<td>Symposia, seminars and similar meetings</td>
<td>II/6</td>
</tr>
<tr>
<td>Report of the Director-General:</td>
<td></td>
</tr>
<tr>
<td>I. Obituary</td>
<td>II/8</td>
</tr>
<tr>
<td>II. Composition of the Governing Body, Governing Body committees and various bodies</td>
<td>II/10</td>
</tr>
<tr>
<td>III. Progress of international labour legislation</td>
<td>II/10</td>
</tr>
<tr>
<td>IV. Internal administration</td>
<td>II/10</td>
</tr>
<tr>
<td>V. Publications and documents</td>
<td>II/10</td>
</tr>
<tr>
<td>Item No.</td>
<td>Title of agenda item</td>
</tr>
<tr>
<td>---------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>13 (cont.)</td>
<td>First Supplementary Report: Complaints concerning the observance by Panama of the Officers' Competency Certificates Convention, 1936 (No. 53), the Repatriation of Seamen Convention, 1926 (No. 23), and the Food and Catering (Ships' Crews) Convention, 1946 (No. 68), made by the Government of France under article 26 of the ILO Constitution</td>
</tr>
<tr>
<td></td>
<td>Second Supplementary Report: Procedure for the appointment of Conference committees</td>
</tr>
<tr>
<td></td>
<td>Third Supplementary Report: First report of the Officers of the Governing Body: Representation made by the Confederation of Private Employers of Bolivia under article 24 of the ILO Constitution alleging non-observance by Bolivia of the Minimum Wage-Fixing Machinery Convention, 1928 (No. 26), and of the Minimum Wage-Fixing Convention, 1970 (No. 131)</td>
</tr>
<tr>
<td></td>
<td>Fourth Supplementary Report: Second report of the Officers of the Governing Body: Representation made by the General Confederation of Portuguese Workers under article 24 of the ILO Constitution alleging non-observance by Portugal of the Forced Labour Convention, 1930 (No. 29), the Labour Inspection Convention, 1947 (No. 81), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Protection of Wages Convention, 1949 (No. 95), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Abolition of Forced Labour Convention, 1957 (No. 105), the Labour Inspection (Agriculture) Convention, 1969 (No. 129), the Holidays with Pay Convention (Revised), 1970 (No. 132) and the Workers' Representatives Convention, 1971 (No. 135)</td>
</tr>
<tr>
<td></td>
<td>Fifth Supplementary Report: Third report of the Officers of the Governing Body: Requests from non-governmental international organisations wishing to be represented at the 70th (1984) Session of the Conference</td>
</tr>
<tr>
<td></td>
<td>Sixth Supplementary Report: Proposals concerning the International Reports on the Prevention and Suppression of Dust in Mining, Tunnelling and Quarrying</td>
</tr>
<tr>
<td>14</td>
<td>Report of the Tripartite Conference on Apartheid</td>
</tr>
<tr>
<td>Item No.</td>
<td>Title of agenda item</td>
</tr>
<tr>
<td>---------</td>
<td>--------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td></td>
<td>Representation presented by the National Trade Union Co-ordinating Council (CNS) of</td>
</tr>
<tr>
<td></td>
<td>Chile under article 24 of the Constitution alleging non-observance of international</td>
</tr>
<tr>
<td></td>
<td>labour Conventions Nos. 1, 2, 29, 30 and 122 by Chile</td>
</tr>
<tr>
<td></td>
<td>Announcement by the Canadian Government</td>
</tr>
<tr>
<td></td>
<td>Tribute to Mr. Antonio Malintoppi</td>
</tr>
<tr>
<td></td>
<td>Tributes to Mr. Grove, Mr. Issifu, Mr. Mashasi, Mr. Polites, Mr. Prokhorov, Mr.</td>
</tr>
<tr>
<td></td>
<td>de Silva and Mr. Verschueren</td>
</tr>
<tr>
<td></td>
<td>Tributes to Mr. Cordova, Mr. Cunin and Mr. Megevand</td>
</tr>
<tr>
<td></td>
<td>Closing of the Session</td>
</tr>
</tbody>
</table>
MINUTES OF THE 226TH SESSION

1. The 226th Session of the Governing Body of the International Labour Office was held in Geneva from Thursday, 31 May to Friday, 1 June 1984.

2. The Governing Body was composed as follows:

Chairman: Mr. OUKO (Kenya)

Government group:

Australia: Mr. FOTHERINGHAM
Bahrain: Mr. AL-SHAKAR
Bangladesh: Mr. RABBANI
Barbados: Mr. ROGERS
Brazil: Mr. RUSSOMANO
Bulgaria: Mr. PETROV
China: Mr. LI Luye
Colombia: Mr. CHARRY SAMPER
Egypt: Mr. ALEMAN SALVADOR
France: Mr. ALFARAGI
German Democratic Republic: Mr. VENTEJOL
Germany, Federal Republic of:

India: Mr. HASCHKE
Italy: Mr. HAASE
Japan: Mr. DESHMUKH
Kenya: Mr. FALCHI
Mali: Mr. CHIBA
Mexico: Mr. MUSIKO
Mozambique: Mr. DIARRA
Netherlands: Mr. ZERTUCHE MUNOZ
Nigeria: Mrs. FRANCISCO
Philippines: Mr. ALBEDA
Senegal: Mr. FASANYA
United Kingdom: Mr. BRILLIANTES
United States: Mr. SENE
Venezuela: Mr. ROBINSON
USSR: Mr. SEARBY

8063R/v.2
Employers' group:

Mr. BANNERMAN-MENSON
Mr. FLUNDER
Mr. GEORGET
Mr. GROVE
Mr. LINDNER
Mr. NASR
Mr. OECHSLIN
Mr. POLITES
Mr. SAID
Mr. TATA
Mr. VERSCHUEREN
Mr. VILALOBOS
Mr. YOSHINO
Mr. YLLANES RAMOS

Workers' group:

Mr. BROWN
Mrs. CUEVAS
Mr. DELFINO
Mr. DOLAN
Mr. GRAHAM
Mr. ISSIFU
Mr. MASHASI
Mr. MEHTA
Mr. MUHR
Mr. PROKHOROV
Mr. SANCHEZ MADARIAGA
Mr. SOW
Mr. SVENNINGSEN
Mr. TANAKA

The following regular members were absent:

Employers' group:

Mr. EURNEKIAN
Mr. GHARBAOUI

Workers' group:

Mrs. CARR

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

Government group:

Algeria: Mr. BRIKI
Angola: Mr. M'POLO
Argentina: Mr. LOPEZ NOGUEROL
Belgium: Mr. WALLIN
Burma: Mr. GYI
Cuba: Mr. LECHUGA HEVIA
Denmark: Mr. ANDERSEN
Ethiopia: Mr. KEBEDE

8063R
Ghana: [Mr. AL-JASSEM]
Hungary: [Mr. APPADURAI]
Indonesia:  [Mr. ARBESSER-RASTBURG]
Madagascar: [Mr. DESCHAMPS]
Mongolia:  [Mr. ESCOBAR PADRON]
Panama: [Miss HAK]
Portugal:  [Mr. von HOLTEN]
Ukrainian SSR: [Mr. KHAN]
Uruguay:  [Mr. LACASA ASO]
Zimbabwe: [Mr. OWUOR]
Workers’ group:
   [Mr. AHMED]
   [Mr. BARNABO]
   [Mr. BEN-ISRAEL]
   [Mr. BLONDEL]
   [Mr. BRIKI]
   [Mr. DAVID]
   [Mr. KNOX]
   [Mr. MAIER]
   [Mr. MENDOZA]
   [Mr. SUDONO]
   [Mr. SUNDARAM]
   [Mr. TIMMER]
   [Mr. VANNI]
   [Mr. ZIMBA]

The following deputy members were absent:
Employers’ group:
   [Mr. CHAMBERS]
   [Mr. PERIQUET]
   [Mr. SASSO-MAZZUFFERI]
Workers' group:

Mr. ABONDO
Mr. WALCOTT

The following representative of a State Member of the Organisation authorised to take part in the deliberations of the Governing Body in accordance with the decisions taken by the Governing Body at its 223rd Session (May-June 1983) was present:

Canada: Mr. PROTTI

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

Austria: Mr. MELAS
Belorussian SSR: Mr. SHYLOVICH
Bolivia: Mrs. SANCHEZ PEÑA de LORENZ
Chile: Mr. PEREZ
Czechoslovakia: Mrs. SLAMOVA
Democratic Yemen: Mr. FARES
Dominican Republic: Mrs. BURSZTEJN-LAVIGNE
Finland: Mr. ASTROM
Greece: Mr. IVRAKIS
Ireland: Mr. HAYES
Israel: Mr. DOWEK
Jamaica Mr. HILL
Libyan Arab Jamahiriya: Mr. EL NASDUR
Malaysia: Mr. KIRUBANATHAN
Morocco: Mr. SKALLI
Nicaragua: Mr. VARGAS
Norway: Mr. BRUAAS
Pakistan: Mr. MAHDI
Peru: Mr. SALMON de la JARA
Romania: Mr. MELESCANU
Spain: Mr. SERNA
Sweden: Mr. ERIKSSON
Switzerland: Mr. ZENGER
Tunisia: Mr. BEL HADJ HASSINE
Turkey: Mr. TURKMEN
Yugoslavia: Miss ILIC

* * *

The Holy See: Monseigneur BERTELLO

The following were also present:

Mr. BLANCHARD, Director-General
Mr. BOLIN, Deputy Director-General
Mr. JAIN, Deputy Director-General
Mr. TAYLOR, Deputy Director-General
Mr. WOLF, Assistant Director-General; Legal Adviser
Dr. BURGAN, Assistant Director-General
Mr. KANE, Assistant Director-General
Mr. CHKOUNAEV, Assistant Director-General
Mr. NAKATANI, Assistant Director-General
Mr. JIN Fuyao, Assistant Director-General
Mr. GALER, Director, International Centre for Advanced Technical and Vocational Training, Turin

Representatives of international governmental organisations:

United Nations:
United Nations Conference on Trade and Development:
United Nations Industrial Development Organisation:
United Nations Children's Fund:
Office of the United Nations High Commissioner for Refugees:
United Nations Fund for Population Activities:
United Nations Development Programme:
United Nations Food and Agriculture Organisation:
United Nations Educational, Scientific and Cultural Organisation:
World Health Organisation
International Atomic Energy Agency:
League of Arab States:
Organisation of African Unity:
Arab Labour Organisation:
Commission of the European Communities:
Intergovernmental Committee for Migration:

Representatives of international non-governmental organisations:

International Confederation of Free Trade Unions:
International Co-operative Alliance:
International Organisation of Employers:
International Social Security Association:
Organisation of African Trade Union Unity: Mr. AKUMU

World Confederation of Labour: Mr. BLEUX

World Federation of Trade Unions: Mr. HAMERNIK

Substitutes and advisers:

Mr. AGUIRRE GALLARDO, accompanying Mr. MEDRANO VALDERRAMA
Mrs. ATZPURUA PEREZ, accompanying Mr. MEDRANO VALDERRAMA
Mr. AL ANSARI, accompanying Mr. AL SHAKAR
Mr. ALBALATE LAFITA, accompanying Mr. SERNA
Mr. AL HINDAWI, substitute for Mr. ALFARARGI
Mr. AL MAJED, accompanying Mr. AL SHAKAR
Mrs. de ALVAREZ, accompanying Mr. CHARRY SAMPER
Mr. ANSAR-KHAN, accompanying Mr. TARZI
Mr. ARCE MORA, accompanying Mr. ZERTUCHE MUÑOZ
Mr. ARGUIKI, substitute for Mr. LOPEZ NOGUEROL
Mr. AREVALO, accompanying Mr. CHARRY SAMPER
Mr. ASAHI, substitute for Mr. CHIBA
Mr. ASLUND, accompanying Mr. ERIKSSON
Mr. BALAKRISHNAN, substitute for Mr. DESHMUKH
Mr. BALOIU, accompanying Mr. MELESCANU
Mr. BALOYI, accompanying Mr. MOTHOBI
Mr. BATIOUK, substitute for Mr. OUDOVENKO
Mr. BEDIRI, accompanying Mr. BEL HADJ HASSINE
Mr. BEKEMA, accompanying Mr. FOTHERINGHAM
Miss BETTON, accompanying Mr. HILL
Mr. BIGGAR, accompanying Mr. HAYES
Mr. BITTER, accompanying Mr. TARZI
Mr. BOHR, accompanying Mr. HAASE
Mrs. BONETTI, accompanying Mrs. BURSZTEJN-LAVIGNE
Mr. BOURLARD, substitute for Mr. WALLIN
Mr. BRUNETTA, substitute for Mr. FALCHI
Miss CAMBY, accompanying Mr. VENTEJOL
Mr. CAMPBELL, accompanying Mr. FOTHERINGHAM
Mrs. CARON, substitute for Mr. PROTTI
Mr. CARTIER, accompanying Mr. VENTEJOL
Mr. CHANAIWA, accompanying Mr. MOTHOBI
Mrs. CHEN SU, accompanying Mr. MEDRANO VALDERRAMA
Mr. CHOU DHURY, accompanying Mr. RABBANI
Mr. CHRISTIAN, substitute for Mr. QUARM
Mr. CLOESEN, substitute for Mr. WALLIN
Mr. CRADDOCK, accompanying Mr. HAYES
Mr. DANIELI, accompanying Mr. DOWEK
Mr. DAS, substitute for Mr. DESHMUKH
Mr. DAVEREDE, substitute for Mr. LOPEZ NOGUEROL
Mr. DE MAIO, accompanying Mr. FALCHI
Mr. DE MELO, accompanying Mr. RUSSOMANO
Mr. DHAVERNAS, accompanying Mr. PROTTI
Mr. DIALL, substitute for Mr. DIARRA
Miss DIMOND, substitute for Mr. ROBINSON
Ms. DJERMAKOYE, accompanying Mr. TARZI
Miss DJUBAEDAH, accompanying Mr. DARSA
Mr. DORAIS, substitute for Mr. PROTTI
Mr. DU Zhongying, accompanying Mr. LI Luye
Mr. DUBEY, substitute for Mr. DESHMUKH
Mr. DUCRAY, substitute for Mr. VENTEJOL
Mr. EL HAJJE, accompanying Mr. EL MAY
Miss ELMIGER, accompanying Mr. LAWTON
Mrs. ENGELEN-KEFER, accompanying Mr. MUHR
Mrs. FAUCHE, accompanying Mr. BLEUX
Mrs. FUNES-NOPPEN, accompanying Mr. WALLIN
Mr. GAHAM, accompanying Mr. TARZI
Mr. GALLEGOS LOPEZ, substitute for Mr. ZERTUCHE MUÑOZ
Mr. GARCIA GARCIA, accompanying Mr. LOPEZ OLIVER
Mr. GASTIER, accompanying Mr. FALL
Mr. GOMEZ del PRADO, accompanying Mr. TARZI
Miss GREGG, accompanying Mr. SEARBY
Mr. GROTH, accompanying Mr. ERIKSSON
Mr. GU Chongzhi, accompanying Mr. LI Luye
Mr. GUIDOBONO, substitute for Mr. LOPEZ NOGUEROL
Mrs. GUTEMA, substitute for Mr. KEBEDE
Mr. HAGEN, accompanying Mr. ALBEDA
Mr. HALFAOUI, accompanying Mr. SKALII
Mr. HÄNDLER, substitute for Mr. HAASE
Mr. HARE, accompanying Mr. SEARBY
Mr. HELDRING, accompanying Mr. ALBEDA
Mr. HIGHLAND, substitute for Mr. GROVE
Mr. HILBURN, accompanying Mr. SEARBY
Mr. HOSSAIN, accompanying Mr. RABBANI
Mr. IDOUX, accompanying Mr. BOURGOIS
Mr. ISHIWADA, substitute for Mr. CHIBA
Mr. JORDÃO, accompanying Mr. MARTINS da CRUZ
Mr. JUKOV, substitute for Mr. KOSTINE
Mr. KAITCHOUK, accompanying Mr. KOSTINE
Mr. KALOUCHEV, accompanying Mr. PETROV
Mr. KANDIL, accompanying Mrs. WINTER
Mr. KANTCHEV, accompanying Mr. PETROV
Mr. KAPARIIS, accompanying Mr. LAGASSE
Mr. KAREMBA, accompanying Mr. MOOTHIBI
Mr. KIRIANOV, substitute for Mr. KOSTINE
Mr. KIS, substitute for Mr. MARTIN
Mr. KONATE, accompanying Mr. SENE
Mr. LABRADOR RUBIO, accompanying Mr. LOPEZ OLIVER
Mr. LABRUNE, accompanying Mr. HAMERNIK
Mr. LAURBERG, substitute for Mr. ANDERSEN
Mr. LAURISSSEN, accompanying Mr. de VRIES-REILINGH
Mr. LAVAL, accompanying Mr. VENTEJOL
Mr. LINSENMAIER, accompanying Mr. SEARBY
Mr. LLSSITSKY, accompanying Mr. TARZI
Mr. LIU Youjin, accompanying Mr. LI Luye
Mr. LOHRMANN, accompanying Mr. HABENICHT
Mr. LOMBERA PALLARES, accompanying Mr. ZERTUCHE MUÑOZ
Mr. LUNA, accompanying Mr. CHARRY SAMPER
Mr. LUTHAN, substitute for Mr. DARSIA
Mr. MALKO, accompanying Mr. OUOVOENO
Mr. MARTINEZ, substitute for Mr. LOPEZ NOGUEROL
Mr. MATSUI, substitute for Mr. CHIBA
Mr. McCARTHY, substitute for Mr. QUARN
Mr. MITYAYEV, accompanying Mr. PROKHOROV
Mr. MOMAL, accompanying Mr. VENTEJOL
Mrs. MONTENEGRO, accompanying Mr. VARGAS
Mr. MOROZOV, accompanying Mr. KOSTINE
Mr. MORSHED, substitute for Mr. RABBANI
Mr. NANASE, substitute for Mr. CHIBA
Mr. NEKIPELOV, accompanying Mr. KOSTINE
Miss NICOLAS, accompanying Mr. BRILLIANTES
Mr. OPLE, accompanying Mr. BRILLIANTES
Mr. ORLOV, accompanying Mr. KOSTINE
Mr. PABON, substitute for Mr. ALBEDA
Mr. PACE, accompanying Mr. TARZI
Mr. PADOLECCHIA, accompanying Mr. PATHMARAJAH
Mr. PALACIOS SERRANO, accompanying Mr. Serna
Mr. PEREZ-ARGUELLO, accompanying Mr. MUNTASSER
Mr. PETERSON, accompanying Mr. SEARBY
Mr. PRAYITNO, accompanying Mr. DARSA
Ms. RAIIVIO, accompanying Mr. ÅSTRÖM
Mr. RASOLO, substitute for Mr. MICHEL
Mr. RETOURNARD, substitute for Mr. OECHSLIN
Miss REYES, substitute for Mr. BRILLANTES
Mr. ROBEL, accompanying Mr. BLEUX
Miss ROBERTS, accompanying Mr. ROBINSON
Mr. ROCHA PIMENTEL, accompanying Mr. MARTINS da CRUZ
Mr. RODIE, substitute for Mr. OECHSLIN
Mr. ROUSKOV, accompanying Mr. PETROV
Mr. RYDER, accompanying Mr. GRAHAM
Mr. RYS, accompanying Mr. WOLFF
Mr. SAKAMOTO, accompanying Mr. CHIBA
Mrs. SALGADO dos SANTOS, accompanying Mr. RUSSOMANO
Mr. SATO, substitute for Mr. CHIBA
Mr. SAZARIN, accompanying Mr. VENTEJOL
Mr. SHENKORU, accompanying Mr. KEBEDE
Mr. SHIIYA, substitute for Mr. CHIBA
Mr. SOEWARTO, accompanying Mr. DARSA
Mr. SPAANS, accompanying Mr. ALBEDA
Mr. STOIMENOV, accompanying Mr. PETROV
Mr. SUAREZ MORA, accompanying Mr. LOPEZ OLIVER
Mr. SUZUKI, substitute for Mr. YOSHINO
Mr. TAHA, substitute for Mr. ALFARARGI
Mrs. TILTSCH, accompanying Mr. HASCHKE
Mr. TIN, substitute for Mr. GYI
Miss TOUATI, accompanying Mr. BRIKI
Mr. TRAUTTMANSDORFF, accompanying Mr. MELAS
Mr. TUN, accompanying Mr. GYI
Mr. URLARTE, accompanying Mr. PEREZ
Mr. UTHEIM, accompanying Mr. BRUAAS
Mr. VETTOWAGLIA, accompanying Mr. ZENGER
Mr. WANG Jianbang, accompanying Mr. LI Luye
Miss WATANABE, accompanying Mr. TANAKA
Miss WEBSTER, accompanying Mrs. OPELZ
Mr. ZHONG Jiamao, accompanying Mr. LI Luye
Mr. ZIESE, accompanying Mr. HAASE
Mr. ZOUPANOS, accompanying Mr. TARZI
FIRST SITTING
(Thursday, 31 May 1984, afternoon)

The sitting opened at 3.25 p.m. with Mr. Ouko in the Chair.

OPENING OF THE SESSION

The Chairman welcomed the persons present, particularly those attending a Governing Body session for the first time.

TRIBUTE TO MR. ANTONIO MALINTOPPI

The Director-General announced with deep regret the death two days previously of Mr. Antonio Malintoppi, who since February 1979 had been the substitute Italian Government member of the Governing Body. He had also served as Adviser and Substitute Delegate at the Conference. Born in Ancona (Italy) on 5 February 1929, he had received his doctorate in law from the University of Rome in 1950 and had pursued an outstanding university career in the field of international law, in Italy and elsewhere. At the time of his death he was Professor of European Community law in the faculty of jurisprudence of the University of Rome. He had also occupied a number of important positions at the international level: he was an expert of the International Institute for the Unification of Private Law in Rome, had represented his Government with great distinction at a number of international conferences, and had taken part in negotiations concerning a great many agreements signed by Italy, especially those relating to the International Civil Aviation Organisation and the Conference for the Revision of the Warsaw Convention. He was also editor-in-chief of the International Law Review and was well known as the author of a great number of monographs and articles.

Since 1978 he had carried out a number of direct contacts missions for the ILO, especially in Latin America, and more recently had agreed to serve on Governing Body committees examining representations submitted under article 24 of the Constitution. All who had seen him acting in this capacity agreed that he had performed his duty with objectivity and distinction. His death would mean the loss not only of a friend, but also of an outstanding man of law and member of the Governing Body who had served the Organisation with unfailing dedication. The Director-General would convey the sincere condolences of the Governing Body to Mr. Malintoppi's family.

Mr. Muhr (Worker, Federal Republic of Germany; Worker Vice-Chairman) stated that the Workers' group had been moved by the untimely death of Mr. Malintoppi. His outstanding services to the Organisation, both in the Governing Body and at the Conference, would not be forgotten. His loss would be deeply felt, as his contribution to the many discussions on problems in his specialised field had been valued very highly. Particular mention should be made of his work on the question of the Organisation's structure, where he had been a guiding force. The Workers' group wished to convey its sincerest condolences to the Government of Italy and to Mr. Malintoppi's family.

Mr. Oechslin (Employer, France; Employer Vice-Chairman) said that the Employers' group deeply lamented the death of Mr. Malintoppi, for whom they
had felt great affection. Mr. Malintoppi belonged to a long line of Italian legal experts who had contributed their abilities to the work of the Organisation. He had a great talent for finding novel, brilliant solutions to many of the complicated problems that arose in the Governing Body. Not only had he brought all his abilities to bear in his work: his heart had been in his work at all times. He was closely attached to the ideals of the ILO, and in particular to freedom of association. He would not be forgotten, and in the coming years his example would be a source of inspiration.

Mr. Haase (Government, Federal Republic of Germany) stated that, on learning of the death of Mr. Malintoppi, the Government group had immediately paid tribute to his memory. His clear thinking, eloquence and extensive experience had been acknowledged by all, particularly at the previous session of the Governing Body when he had been particularly impressive.

Mr. Verschueren (Employer, Belgium) said that the sudden loss of Mr. Malintoppi had been a great shock both for Mr. Svenningsen and himself. Together they had been working on a complaint concerning freedom of association and they were deeply moved by his tragic departure.

Mr. Falchi (Government, Italy) thanked the Director-General and other speakers for their words of sympathy, which he would convey to the Italian Government and to Mr. Malintoppi's family. Both in the ILO and among the members of the Italian delegation Mr. Malintoppi had enjoyed the friendship of many, and he would be missed by all who had known him. Dedication and a constant desire to achieve mutual understanding had been key features of his personality, and his example was sure to inspire others to follow in his footsteps.

The Governing Body observed one minute's silence in tribute to the memory of Mr. Antonio Malintoppi.

FIRST ITEM ON THE AGENDA

Approval of the minutes of the 224th and 225th Sessions

Subject to the corrections received, the Governing Body approved the minutes of its 224th and 225th Sessions, together with an addendum.

SECOND ITEM ON THE AGENDA

Agenda of the 72nd (1986) Session of the Conference

Mr. Oechslin (Employer, France; Employer Vice-Chairman) was somewhat disappointed at the choice of subjects offered. With the exception of the item concerning youth, none would attract widespread interest, and any standards arising out of them would affect relatively few workers and countries. They largely concerned the industrialised market economy countries and were unlikely to prove relevant to the developing world.

The first proposal - working and employment conditions of part-time workers - was for example important mainly to Western Europe, where changes 8068R/v.3
were needed in work organisation in order to make the labour market more flexible. However, before the subject was examined it would be necessary to frame a clear definition of part-time work and to decide whether any instrument should seek to promote it or combat it. He had the impression that the Office's approach was one of mistrust.

The fourth proposal, arrangement of working time, suffered from the same ambiguity. If it was not intended to cover the subject of hours of work, the fact should be made clear and the suggested approach made less restrictive.

The second proposal - unemployment benefits - was a recurrent theme in the annual Conference agenda paper. Every time it was proposed it encountered opposition from a majority of members from developing countries, particularly in the Government and Employers' groups. There seemed to be no point in bringing it forward again every year and it would surely be wiser to decide that the question was not yet ripe for consideration.

The third proposal - working conditions in hotels, restaurants and similar establishments - might be of interest to developing countries, particularly as it concerned a sector with job-creation potential. But the emphasis should be on promoting the growth of the sector and on removing the many obstacles in the field of training which impeded it. The more detailed proposals to be examined in November should give a clear idea of the scope envisaged for the draft instrument.

Nevertheless, the choice of items offered did not seem likely to further the ILO's standard-setting activities significantly. Some of the subjects mentioned in paragraph 6 of the Office paper as possibilities for subsequent years would be welcome if they could be prepared for the 1986 session of the Conference. For example, safety and health in building and construction could form the basis of a helpful discussion, and procedures for the notification and registration of occupational accidents and diseases, including statistics, if considered, could produce useful results for developed and developing countries alike, as comparisons between countries were extremely difficult. Technical co-operation could also be brought forward to the 1986 session.

Even with these inclusions, however, the agenda still seemed a little sparse. Some key problems of the modern world should be included, for example, a subject that would complement the existing instruments on employment policy, since employment was still the basic problem for most countries. An obvious candidate would be the promotion of small and medium undertakings with a view to employment creation, which had formed the basis of a Conference resolution in 1975. The Office was well equipped to prepare a set of proposals, as it had a number of specialists on the subject. For the November session the Office might prepare a brief summary of the situation or a law and practice report, on the basis of which the Governing Body could take a decision.

Industrial relations were also very topical. The Right to Organise and Collective Bargaining Convention (No. 98) had been ratified by many countries, but its application in practice still gave rise to a large number of difficulties, and the agenda could also include an item entitled "the rights and obligations of the parties to collective bargaining and industrial disputes", which might lead to the adoption of an instrument. Many other possibilities came to mind, such as the relationship between labour costs and employment or the relative contribution of different economic systems to the improvement of standards of living and the creation of employment, due account being taken of fundamental liberties; alternatively, the Conference might conduct a wide-ranging survey of the number of ratifications secured by
different types of Conventions in order to provide guidance for future standard setting. The Conference was an enormous undertaking, and the cost involved merited a more innovative and imaginative approach leading to the adoption of agenda items of universal interest.

Mr. Muhr (Worker, Federal Republic of Germany; Worker Vice-Chairman) commented that the number of items proposed was somewhat smaller than in previous years. The Workers' group was prepared to request more detailed reports on all five. He agreed with Mr. Oechslin that the Office must have other subjects in reserve - for example, the general survey of standards completed in 1979 had identified an enormous number of points on which further work could be done. In fact, using the current double-discussion procedure for Conventions and Recommendations, it would take a quarter of a century to work through the list. Even allowing for restrictions on the Office's finances and staff, more could surely be done to deal with this inventory of topics.

The chief requirement of a Conference agenda was balance: it should contain items of interest to the developing and the developed countries alike and also to the different groups. The Workers' group, for instance, attached great importance to standard setting. It certainly had no objection to general discussions on certain topics that did not lead to the adoption of instruments, because a great deal of useful information for the work of the Office was obtained thereby. Of the five items before them the group was particularly interested in unemployment benefits and youth. As regards the former, it was regrettable that in previous years the proposal to revise Convention No. 44 had been unsuccessful, and perhaps this year a greater spirit of solidarity would be shown by the developing and developed countries in choosing to deal with this topic. Admittedly, it was not of vital importance to the developing countries, but in view of the present level of unemployment it was surely appropriate. A revision of the Convention would serve not only to amend its provisions concerning benefits, but also to reflect the significant changes in attitudes to unemployment that had occurred since the mid-thirties. There was now greater awareness of the need for measures to prevent unemployment and to integrate the unemployed, the handicapped and others who had particular difficulties in the labour market into society. The preparation of a report on this item should present no great difficulty for the Director-General, as he could draw on the reports submitted to the Governing Body in recent years.

Two years previously, it was only by the narrowest of margins that the Governing Body had rejected the subject of temporary work agencies. In fact, exactly half its membership had been in favour of selecting it for 1984, and it could therefore be assumed that a substantial proportion would take the same view next November. Here too, the Director-General could readily produce a report on the subject using the material provided in 1982, and he therefore appealed to the other groups to give due consideration to its possible selection.

In short, he requested reports to be prepared on all five items, as well as on part-time employment agencies. In future years a wider choice should be presented to the Governing Body.

Mr. Charry Samper (Government, Colombia) agreed that solidarity was needed. The world now found itself in an extremely grave crisis, and only a joint effort by everyone could overcome it. However, the proposed agenda did not seem to reflect the seriousness of the current world economic situation, and in view of the cost of a session of the Conference, something far more important should be found to discuss. The ILO was singularly well suited to serve as a forum for a discussion of the unemployment crisis by virtue of its 8068R/v.3
tripartite structure, and full advantage should be taken of the opportunity the Conference offered. A bold, imaginative approach to the subject was necessary, but the proposals before the Governing Body did not come up to expectations. Further proposals should be made to the November session.

He agreed with Mr. Muhr that unemployment benefits and youth were the most important of the topics suggested. Present trends seemed to indicate that further increases in unemployment could be expected, and consideration should therefore be given to the manner in which to cope with it, including of course the extension of unemployment benefits. Some kind of "think tank" should be set up.

It would also be appropriate to include an item concerning technical assistance on the agenda for the 1986 session, as technical co-operation was a major vehicle for the expression of solidarity between the developed and the developing countries.

The agenda should likewise include an item concerning the social and economic consequences of disarmament — a subject the Office could not defer any longer. In 1981 the Conference had adopted a resolution on the subject, and in the previous year the United Nations General Assembly had called on the specialised agencies to make efforts in this direction. The title was, however, misleading: disarmament was not yet taking place, and it would be more realistic to talk of the social and economic consequences of rearmament, which was a fact. Boldness and imagination were necessary, backed up by the expertise which the ILO certainly possessed. There was already a precedent for disarmament: after the Second World War a large number of military industries were reconverted to peacetime production everywhere. In a similar spirit an effort should be made to find areas of common understanding that went beyond the confrontation between superpowers and political blocs. In this way the ILO would be making a contribution to the creation of jobs by giving a stimulus to peaceful industries. He therefore appealed to all three groups to go beyond the traditional selection of five items and to decide on an effective way for the ILO to make a major contribution to the solution of the world economic crisis. Thereby it would set an example for the other agencies and for the United Nations itself.

Finally, the subject of youth was of great importance. In view of the ILO's field of competence it should approach the subject in terms of the conditions of work of young people, who bore the brunt of the present unemployment problem and faced greater problems than previous generations in entering a more sophisticated and complex world of work than had ever existed before.

Mr. Deshmukh (Government, India) felt that, in view of the number of standing items and items carried forward from the previous year, the number of further items selected for the agenda should be limited to three or four. As regards the proposals in the Office paper, the revision of Convention No. 44 would be of little relevance to the developing countries, where the main concern was not unemployment benefits but the creation of employment for both the organised and the unorganised sectors. It would also be advisable to await the outcome of the discussions on the Director-General's Report to the Conference this year concerning standards before any decisions were taken regarding the revision of Conventions.

The employment and working conditions of part-time workers would also be of little interest to the developing countries, where part-time employment as defined in the Office paper simply did not exist. The arrangement of working time was similarly an irrelevant issue from the point of view of the
developing countries, and in any case the subject should be covered by a technical meeting before it was considered by the Conference.

The subject of youth was by far the best proposal. Not only had the United Nations designated 1985 as International Youth Year, but the previous year the Conference had adopted a resolution concerning young people and the ILO's contribution to International Youth Year. The subject was close to the heart of the developing countries, as they believed that investment in youth was one of the best possible forms of investment.

Other items should however be found. The previous year he had suggested workers' participation in management, and asked when it would be possible to include it in a Conference agenda. Two other subjects of great interest to the developing countries also seemed suitable: the previous speaker had suggested technical co-operation, and perhaps with a special effort the item could be prepared for 1986. The other was the organisation of labour in the unorganised and informal sectors, a subject to which great attention was now being given in developing countries.

In conclusion, his order of priority for the agenda would be: youth; working conditions in hotels, restaurants and similar establishments; and either workers' participation in management, technical co-operation or the organisation of labour in the unorganised sectors.

Mr. Robinson (Government, United Kingdom) thought it would be wise to await the outcome of discussions at the forthcoming session of the Conference on the Director-General's Report dealing with standard setting before embarking on any further activities in this field. In addition, the Conference agenda had in recent years become overburdened. It should include fewer technical items and be less oriented towards the adoption of new instruments; the emphasis should be on achieving more realistic standards and more effective supervision. It would be sufficient to select two further technical items. The preparation of law and practice reports on so many subjects, including the new proposals made during the present discussion, required a great deal of work and was unnecessary.

Mr. Oudovenko (Government, Ukrainian SSR) was disappointed that the proposals included nothing that would directly lead to social and economic progress in the world. Over the past few years a number of governments had suggested that the Conference should consider disarmament, its consequences for social policy and employment and the likely outcome of the reconversion of arms industries. This subject should now receive priority. Other subjects requiring a Conference discussion were the creation of employment, the right to work, the protection of workers employed by multinational corporations and governments' role in the solution of these problems. The absence of these subjects from the proposals now before the Governing Body illustrated the need to change the procedures for the selection of items for the Conference agenda. The Director-General's report to the forthcoming session of the Conference also drew attention to the need to select items for the Conference very carefully and to provide for the widest possible participation by all member States and the social partners in the preparation, discussion and adoption of international standards.

Of the proposals in the Office paper, priority should be given to youth and unemployment benefits. The inclusion of the former would be in accordance with recent decisions taken by the United Nations General Assembly and the resolution adopted by the Conference in 1983. A recent United Nations resolution had referred to the needs of young people in relation to such human rights as the right to work and to education, and issued a direct appeal to the specialised agencies to give constant attention to the
implementation of United Nations resolutions aimed at involving young people in the protection of human rights, particularly as regards employment. He therefore disagreed with the views expressed in paragraph 41 of the Office paper, but would accept the proposals in the following paragraph on the understanding that the future programme of the ILO would include measures to protect the basic rights of young people. As regards the revision of Convention No. 44, he could only reiterate the statements made by his Government's representatives at previous sessions of the Governing Body concerning the advisability of its inclusion on the Conference agenda.

Mr. Pabon (Government, Netherlands) fully agreed with the views expressed by Mr. Robinson. The chief requirement was to select items that were of interest to a large majority of member States, and for this reason the employment and working conditions of part-time workers and the arrangement of working time should be ruled out as being of little interest to the developing countries. An instrument on working conditions in hotels, restaurants and similar establishments was not called for either, as the adoption of an instrument covering one sector in isolation would lead to proposals for further instruments covering other sectors. A spirit of solidarity was necessary in the selection of items for the Conference agenda, but the inclusion of a large number of items in order to satisfy every group would run counter to the interests of the Organisation. Overburdened agendas ran the risk of diluting the attention given to the items on them, and also involved great expense for member States, which had to send larger delegations.

Mr. Marton (Government, Hungary) agreed with Mr. Muhr that the Office should prepare reports on all five proposals. The economic and social consequences of disarmament, mentioned by Mr. Charry Samper, should also be included. As regards the item concerning youth, however, a more specific title was needed, covering the Organisation's chief concerns in relation to young people, namely education, employment and working conditions. The discussion might well lead to a Convention or a Recommendation.

Mr. Falchi (Government, Italy) questioned the view that the proposed items were of only relative importance. However, the process for the selection of items was obviously not working: the present preliminary consideration was in fact largely unnecessary, as reports had been requested on all five items, which would result in a great deal of work for the Office. The exercise as a whole could have been left until November, particularly as a number of speakers had argued that the outcome of the discussions at the forthcoming session of the Conference should be awaited. The most useful purpose the present discussion could serve would be to select two items only on which reports should be prepared for November, and he agreed with the Workers' group and various Government members that priority should be given to unemployment benefits and youth. While the former was admittedly a difficult subject in the present context of large-scale unemployment, it was important to keep attention focused on the problem, and unemployment benefits were naturally an important aspect of it. The inclusion of this item would also be in line with the view that, rather than adopt new instruments, the Conference should concentrate on updating existing ones. Convention No. 44 was a typical example of such an outdated instrument. The ILO had a duty to concern itself with unemployment, and while it was unlikely that the resulting instrument would secure a great number of ratifications, it would serve as an incentive to governments to take action.

As for the subject of youth, its selection would give effect to the Conference resolution adopted in 1983 and would be a suitable follow up to International Youth Year, the results of which could be discussed at the Conference. It would also contribute to the strengthening of relations with the United Nations by showing that the ILO had acted on the general
recommendations of International Youth Year by adopting an instrument. While it was true that investment in youth was highly productive, it was equally true that the plight of young people endangered the stability of modern societies. The Conference discussion should naturally focus on the problems of youth related to the world of work - employment and vocational training.

Mr. Matsui (Government, Japan) stated that the main criterion for the selection of items was that they should correspond to the needs of the greatest possible number of member States. The items proposed in the Office paper did not appear to have any particular relevance to the problems of the developing countries.

The employment and working conditions of part-time workers, unemployment benefits and the arrangement of working time were all receiving increasing attention in many industrialised countries. Some countries, Japan included, had already embarked on the revision of policies and legislation in these fields. One development underlying all these subjects was the restructuring of industry, which would continue for some time in the industrialised countries, with widespread, far-reaching effects on the lives of working people and on national economies. Standards in this field should be sufficiently flexible to cover all aspects of the restructuring process and should provide practical guide-lines to assist governments and employers' and workers' organisations in the formulation of their strategies. Any instrument relating to this subject should be in the form of a Recommendation.

Mr. Rabbani (Government, Bangladesh) agreed with previous speakers that the items proposed for the 1986 Conference agenda did not reflect the priority concerns of many member States. The developing countries continued to face the problem of large-scale unemployment and of providing the unemployed with a minimum standard of living. The problem was worsening, and the Conference should therefore hold a discussion on ways of creating employment in the light of the Organisation's experience in skills development, vocational training and the promotion of self-employment throughout the world. This proposal would surely be popular, as it covered a key concern of the developing countries. As for the item concerning youth, it would perhaps be more appropriate to discuss this subject during International Youth Year in order to draw greater attention to it.

Mr. Ventejol (Government, France) commented that some of the proposals, such as the employment and working conditions of part-time workers and the arrangement of working time, could be interpreted optimistically, as reflecting greater individual choice as a result of progress, or pessimistically, as attempts to share something in short supply. Some consideration should however also be given to more general questions of training, employment and the restructuring of industry. Young people were an obvious victim of the latter, as they suffered most from unemployment, and the Organisation should lay greater stress on the possibilities of job creation in small and medium-sized undertakings and in the service and handicraft sectors. One could emphasise the theme of economic expansion enlarging individual choice through social progress.

As regards the process for the selection of items for the agenda, it was reasonable to ask whether the present procedure was the best possible, and it would be useful to discuss the subject further in due course.

Mr. Kirianov (Government, USSR) acknowledged that the selection of items for the Conference agenda remained a difficult problem. It was important to show solidarity, but what solidarity could there be when the suggestions made by the socialist countries of Eastern Europe on many occasions were not reflected on the Director-General's proposals? For example, the social
consequences of disarmament, referred to by the Government representative of Colombia, was again absent from the list, which was particularly regrettable in view of the resolution adopted by the Conference in 1981. There was no need to emphasise the relevance of the subject or the value of the ILO's potential contribution to efforts to promote disarmament in the United Nations.

Unemployment was obviously the most important subject the Conference could consider, and a useful discussion in that forum would increase the authority of the Organisation in the eyes both of the workers of the world and of the United Nations.

The activities of multinational enterprises also required attention. The main problems were the protection of the rights of workers and trade unions in multinationals and the effect on developing countries of the transfer of capital out of those countries by multinationals operating there.

As regards the proposals in the Office paper, reports should be prepared on all five, priority being given to unemployment benefits and youth, even though the former did not directly affect the socialist countries. The proposal to make unemployment the theme of a future Conference was also very sound.

Special attention naturally had to be given to the subject of youth, and even assuming that it was impracticable to discuss it at the 71st Session of the Conference, there should be ample time to assemble the necessary material by 1986.

Mr. Protti (Government, Canada) questioned whether any new technical items should be included in the agenda. At some point it would be useful to conduct an in-depth analysis of the effectiveness of existing Conventions and Recommendations, rather than adopt new ones. As regards the proposals before them, law and practice reports should be prepared on the employment and working conditions of part-time workers and on youth. Due account should be taken, however, of the reservations expressed by the Government representative of India concerning the lack of interest on the part of the developing countries in the former.

Mr. Wallin (Government, Belgium) argued that the problems of part-time workers and the arrangement of working time were closely related, and it should be possible to consider them under a single item if they were approached correctly. However, he cautioned against applying the criterion of universal interest to every proposal concerning items for the Conference agenda; important problems in the field of labour still faced the industrialised countries, and should not be rejected simply because they were not encountered everywhere. As for the problem of deciding what form of instrument, if any, should be adopted on a given subject, that should be left until after the law and practice reports had been examined.

The subject of youth was also important. While some members had contended that it was vague, the proposals in the Office paper were quite specific and well defined. The 1983 resolution did not call for a wide-ranging, comprehensive discussion, but only for consideration of such problems as the elimination of child labour, the minimum age for employment and the preparation of young people for the world of work. The selection of this topic would make sense in the year following International Youth Year. The revision of Convention No. 44 was not an urgent matter and it might be wiser first to lay down general guide-lines for the updating of obsolete instruments.
The situation was not so clear, however, in the case of working conditions in hotels, restaurants and similar establishments. While the Third Tripartite Technical Meeting for Hotels, Restaurants and Similar Establishments had recommended the adoption of standards, several points required clarification before it could be decided that an instrument was suitable for the sector, and the findings of the law and practice report should therefore be awaited.

Mr. Briki (Government, Algeria) agreed with previous speakers that, with the exception of youth, none of the proposals would attract any great interest among the developing countries. The ILO's authority could only be enhanced by the selection of subjects relating to the present-day world economic crisis. The Organisation naturally had an important standard-setting role, but it should direct its efforts towards subjects of world importance.

There were other possibilities: some speakers had already referred to technical co-operation and the informal sector. Would it not also be possible to have more than one subject for general discussion, such as the social consequences of disarmament, workers' participation in decision making, or youth? Consideration should be given to all these possibilities when the final proposals were made in November.

Mrs. Aizpurua Perez (Government, Panama) looked forward to the Director-General's explanation of his proposals. From the point of view of the developing countries, only the item concerning youth was of fundamental importance, but the Conference should focus on such aspects as vocational training, employment and working conditions.

Mr. Rogers (Government, Barbados) thought it would be useful to await the outcome of the discussion on standards at the forthcoming session of the Conference before considering the standard-setting activities to be included in the agenda for 1986. Of the proposals in the Office paper, priority should be given to youth for a number of reasons, chief among them being that 1985 was International Youth Year, and a great many ideas would be generated during its course. The Conference discussion should produce a decision that could easily be translated into action.

Mr. Kantchev (Government, Bulgaria) felt that the procedure for the selection of Conference agenda items could be streamlined by the introduction of a system of preliminary consultation with member States in accordance with article 14 of the Constitution.

The proposals in the Office paper did not provide an adequate range of subjects for a session of the Conference. Two further items should be included: the social and economic aspects of disarmament and the protection of the rights and interests of workers employed by multinational enterprises. Of the proposals in the Office paper, however, priority should be accorded to youth, as 1985 would be celebrated as International Youth Year. In addition to the problems of vocational training, employment and child labour, it would also be necessary to consider the effectiveness of international standards relating to young people. Discussion should cover any new standards that were necessary and a programme of action for the protection of young people.

The proposal to revise Convention No. 44 was also welcome; it was universal in nature and its revision would make it possible to take account of economic and industrial developments in the capitalist countries and in a number of developing countries. The updating of unemployment benefit systems was essential in the present economic crisis facing the capitalist world. The revised instrument should give particular attention to the protection of
special categories of workers, such as young people, workers with family responsibilities and older workers. Various preventive measures should also be advocated, such as the expansion of vocational training opportunities and the promotion of geographical mobility. In addition, it should deal with access to employment and the basis for entitlement to and the calculation of unemployment benefits. The revision could be undertaken in conjunction with a review of the Unemployment Provision Recommendation (No. 44) and the Unemployment (Young Persons) Recommendation (No. 45).

Mr. Yumjav (Government, Mongolia) agreed with the previous speaker that the social and economic consequences of disarmament and the effects of the activities of multinational enterprises should also be included in the agenda. As regards the items proposed in the Office paper, priority should be given to youth and the revision of Convention No. 44.

Mr. Lopez Noguerol (Government, Argentina) was convinced that progress in any of the fields covered by the proposals in the Office paper would be beneficial from the point of view of social justice and the improvement of working and living conditions for many workers. However, the present world economic situation made it necessary to be more selective and to avoid overburdening the Conference agenda. Priorities should therefore be adopted which took into account the interests of the greatest possible number of countries. First priority should accordingly be given to the subject of youth, which was a fundamental concern of the international community, particularly the developing countries. Second place should go to technical co-operation, which was also of great importance to developing countries. Finally, attention should be given to working conditions in hotels, restaurants and similar establishments, which was a particularly important sector for the economies of the developing world and in which the adoption of an instrument could have considerable impact.

Mr. Konate (Government, Senegal) observed that the need for solidarity was self-evident. Youth was obviously an area in which all countries experienced problems, and its inclusion as an item for general discussion would be welcomed. As for the two technical items to be included in the agenda, preference should be given to technical co-operation and unemployment benefits. These three subjects seemed to have general support among the members of the Governing Body.

The Director-General, noting that this was a preliminary discussion of the agenda for the 1986 Session of the Conference and that a new paper would be submitted to the November session, pointed out that the present proposals should be set within the overall framework of the Organisation's activities. For example, in 1986, the Preparatory Maritime Conference would also be held prior to the Maritime Conference itself in 1987, which would place a considerable strain on the Office, and was the reason why the number of items proposed had been fewer than in recent years. The Government representative of Colombia had suggested that the proposals were of little relevance, but the present discussion had not seemed to confirm that view. The same member had also called for a bold and imaginative approach to the problem of unemployment. It should be pointed out that in 1976, a session of the Conference had been entirely given over to the subject of employment; in 1979, the World Employment Programme had been reviewed in the light of that Conference; and in 1982 the subject of young people had formed the basis of his Report to the Conference. In addition, the forthcoming session of the Conference would see the conclusion of the second discussion leading to the adoption of an international instrument on employment policy. The Office had therefore given close attention to the problem during the past decade, considering different aspects of it almost every year. Admittedly, it could never be said that enough had been done. One idea he had advanced in a
recent Office publication, the World Labour Report, was to hold a world conference on employment which would not be organised along the same lines as in 1976, but would be tripartite and attended by senior officials from other international organisations that had a major contribution to make such as the IMF, World Bank, UNCTAD and GATT. The programme and budget proposals for 1986-87 would contain more specific proposals concerning such a conference, or alternatively, would suggest a way in which the annual Conference could again deal with the subject of employment in either 1986 or 1987. Various themes could be adopted for such a session, youth and employment for example, or employment and structural change, for which it would be essential to receive contributions from the other international organisations. Another possible theme was training and employment, and the proposal had even been made that the ILO should convene a world training conference. Employment and unemployment were thus the constant concern of the Office, which approached the problem on three fronts: research, international standards and technical cooperation. The latter was a substantial field of activity, and the time had probably come to tackle it, either through a general discussion on the basis of the Director-General's Report to the Conference, or as a separate item on the agenda.

The paper before the Governing Body in November would, of course, be more specific on the five items that had just been discussed for the first time. In addition, some interesting new proposals might be presented, which might lead to the adoption of an international instrument. One possibility was the promotion of small and medium-sized undertakings. Temporary work agencies could also be included, and the problems of the informal sector should certainly be considered for a subsequent session.

The social and economic consequences of disarmament, which had been proposed by a number of speakers, did not easily lend themselves either to the adoption of standards or to a general discussion. However, some progress was being made in this area: studies were under way, as had been indicated at the recent meeting of the International Organisations Committee. When completed, the studies would enable the Governing Body to take a decision on the manner in which it proposed to achieve its limited but precise aims in this field.

Finally, as regards safety in building, it seemed unlikely that preparations would be completed in time for the 1986 session, although work was progressing.

A new paper would therefore be submitted to the Governing Body in November containing law and practice reports on all five of the proposals as well as on the promotion of small and medium-sized undertakings and temporary work agencies. The Governing Body would then be in a position to make an informed choice.

The Chairman took it that the Governing Body wished the Director-General to prepare a new set of proposals for the agenda of the 1986 session of the Conference in the light of the present discussion.

It was so decided.

The sitting closed at 7.10 p.m.
SECOND SITTING
(Friday, 1 June 1984, morning)

The sitting opened at 10.25 a.m. with Mr. Ouko in the Chair.

THIRD ITEM ON THE AGENDA

Annual Report of the Governing Body
to the Conference

The Chairman reminded the Governing Body that the report now before it in draft form would be updated to take into account the decisions taken at the present session. When he presented the report to the Conference, he would convey to it the reservation expressed by the Asian Government group with regard to the decision to invite Israel to participate in Asian regional conferences.

Mr. Prokhorov (Worker, USSR) regretted that the leaders of the groups had played no part in drafting the report, which was couched in very general terms and disclosed little of what the Governing Body had actually achieved. It was not enough to say that the Governing Body had taken note of various items of information; there should be more details of what it had been able to accomplish. The report should also contain recommendations for future action as well as criticism of the secretariat, for example over the delays in the issue of documents. Soviet trade unions were required under their rules to report back regularly to their members on their activities, and a purely formal account of this type would not be regarded as an adequate reflection of their work. It was too late to change the substance of this year's report, but at least errors in translation should be corrected. He hoped that future reports would be prepared in quite a different way.

Mr. Morozov (Government, USSR), speaking as co-ordinator for the socialist countries of Eastern Europe, reiterated their position with respect to the Commission of Inquiry set up to examine the complaint presented against Poland under article 26 of the Constitution (paragraph 41 of the report). This position was well known and was duly reflected in the minutes of the relevant sessions of the Governing Body.

Mr. Muhr (Worker, Federal Republic of Germany; Worker Vice-Chairman) said that the doubts voiced by Mr. Prokhorov had already been ventilated in the Workers' group. While it was in the interest of each member of the Governing Body that delegates to the Conference should have as much information as possible to help them form an opinion about the Governing Body's activities, his group had impressed on Mr. Prokhorov that a report of the kind he wanted would be so voluminous that delegates would have no time to study it. Those wishing for more detailed information could obtain it from the Governing Body minutes. He had also assured Mr. Prokhorov that the Officers of the Governing Body had approved the report and could have altered the wording had they wished. If the report were to be kept to its present size he did not think much could be done to improve it. Bearing these points in mind, the Workers were prepared to accept it.

Mr. Oechslin (Employer, France; Employer Vice-Chairman) endorsed Mr. Muhr's remarks. The report was intended purely for the information of the

8056R/v.3
Conference and should therefore be concise; as Mr. Muhr had said, delegates wishing for more details could obtain them from other sources. Furthermore, the report would be supplemented by the introductory remarks the Chairman would make at the Conference, when he might wish to go further into the political implications of some of the Governing Body's decisions. If all the members of the Governing Body were to have a say in the drafting of the report, it would take a couple of weeks to reach agreement on it. The report was not perfect, but as good as could reasonably be expected, and he hoped it would be approved without further delay.

Mr. Fasanya (Government, Nigeria) admired the report's conciseness, which would be difficult to achieve if more people were involved in its drafting. He hoped that future reports would be along the same lines.

The Governing Body approved the report for communication to the Conference at its 70th Session.

Mr. Prokhorov (Worker, USSR) wished to clarify the remarks he had made earlier. He had not been suggesting that every member of the Governing Body should participate in drafting the report, but only the leaders of the groups. His other point had been that the report would reflect the nature of the Governing Body's work better in the same number of pages if it was borne in mind that its readers would be Conference delegates who did not regularly attend Governing Body meetings. He was not proposing that it be amended, but simply that his comments be taken into consideration for the future.

FOURTH ITEM ON THE AGENDA

Report of the Committee of Experts on the Application of Conventions and Recommendations
(Geneva, 8-21 March 1984)

The Chairman drew the Governing Body's attention to the fact that this report would be submitted to the Conference as Report III, Parts 4A and B. The general survey carried out by the Committee this year under article 19 of the Constitution covered a series of instruments dealing with hours of work, weekly rest and holidays with pay.

The Governing Body took note of the report.

NINTH ITEM ON THE AGENDA

Report of the Industrial Activities Committee

Mr. Mehta (Worker, India) said that only the first item on the Committee's agenda had required lengthy discussion. As regards the selection of major industrial meetings for 1986-87, the Workers' views were set out in paragraphs 9, 18 and 21 of the report. They had stressed the importance of adhering to the pattern of seven Industrial Committee-type meetings restored in the 1984-85 biennium. There had been general support in the Committee for five of the meetings preferred by the Workers, and after consultations among

8056R/v.3
the groups, agreement was reached on the remaining two meetings as reflected in paragraph 21, on the understanding that civil aviation would be given high priority for 1988-89. The Workers had shared the general view that the Advisory Committee on Rural Development should take precedence over the Committee on Plantations, as it covered a wider field, but hoped that the latter would be given priority for the next biennium.

As regards smaller industrial meetings, the Workers' views were expressed in paragraphs 25, 35 and 37. Their preferences differed somewhat from those of the Employers, but after consultations a consensus had been reached in favour of the three meetings proposed in paragraph 40, though the Workers had urged that the problems of journalists be given high priority for the next biennium.

As regards the effect to be given to the conclusions of various meetings, the Workers were very satisfied with the work of the Eleventh Session of the Metal Trades Committee and the Third Tripartite Technical Meeting for Hotels, Restaurants and Similar Establishments. Their comments were set out in paragraphs 45 and 83 respectively. Their views on the Fourth Tripartite Technical Meeting for Mines Other than Coal Mines were reflected in paragraph 124. At that meeting, as at many others, great emphasis had been laid on the need for Spanish to be given full status at all Industrial Committee meetings in future, and the Workers hoped that the Office could find the necessary funds for the purpose.

The rest of the agenda had consisted of formal items which the Committee had no difficulty in accepting, though there had been some discussion on the composition of the Third Tripartite Technical Meeting for the Leather and Footwear Industry. The Workers had regretted the exclusion of the United Kingdom and the Philippines from the list of countries it was proposed to invite. He drew attention to the omission of Czechoslovakia in the French version of the report from the countries listed in paragraph 166(a).

He concluded by expressing the appreciation and thanks of the Workers to Mr. Pabon for his excellent work as Chairman of the Committee.

Mr. Fasanya (Government, Nigeria) observed that the proposals put before the Committee with respect to the composition of the Third Tripartite Technical Meeting for the Leather and Footwear Industry were made on the basis of certain criteria relating to the industry, under which Nigeria qualified for an invitation. The Employers, however, had objected that Nigeria had not sent any Employer representatives to the Second Tripartite Technical Meeting and had asked that it be removed from the list. It was unfair to single out Nigeria when a number of other countries had sent incomplete delegations, particularly since its Government, when questioned, had pointed out that the employers' association had been invited to nominate delegates but had failed to do so. His Government wished to protect the interests of countries which were not members of the Industrial Activities Committee by asking that a rule be laid down with respect to attendance at such meetings and included among the criteria serving as a basis for selecting countries to be invited. This rule must be applicable to all and there must be no double standards.

Mr. Lindner (Employer, Federal Republic of Germany) expressed the regrets of his group that the Committee was losing such a capable Chairman. The Employers were satisfied with the compromise selections agreed upon with the Workers' group in particular as regards the major and smaller meetings for 1986-87.

Of the three Industrial Committee-type meetings that had taken place recently, the Metal Trades Committee and the Meeting for Mines other than Coal
Mines had produced excellent results. The meeting on hotels, however, had been less successful, but there were lessons to be learned from it. The participants would have been better prepared if the reports had concentrated on concrete problems in the sector, which employed a large number of people and was of considerable importance in both industrialised and developing countries. These problems needed to be discussed, and accordingly, the first meeting of the new Committee that had been set up should be given priority for 1988-89. He took the opportunity to remind the Office, as the Employer Vice-Chairman had done at the meeting, that the conclusions of such meetings were not orders and the word "should" ought to be used throughout, and not "shall" or "must", as had frequently been the case in this instance.

The representative of Nigeria had referred to a problem which the Employers believed to be of considerable importance. They had queried the composition of the meeting for the leather and footwear industry because one country had not nominated any employers' delegates to attend the previous meeting. The point at issue was nomination, not actual attendance. The Government concerned had made it clear that it was the employers themselves who were to blame, and therefore there was no further problem. However, the Employers would like the Committee to discuss in November the possibility of adding a further criterion to those used so far in selecting countries to be invited to specialised meetings – namely whether tripartite delegations had been appointed in accordance with the Standing Orders.

Subject to these remarks, the Employers could agree with all the points for decision.

Mr. Russomano (Government, Brazil) pointed out an error in the report. Paragraph 84, referring to remarks made by the representative of the Government of Brazil, ended with the words: "It was doubtful whether the Office could implement all these requests within the limits of its budget". It would have been presumptuous of him to make such a statement. What he had said was that he considered it absolutely necessary that these requests should be acted upon up to the limits of the budget of the Organisation, which was something quite different. He was not doubting whether it would be possible, but hoping that it would be done.

The Director-General wished on behalf of the Office to express his gratitude to Mr. Pabon for the patience, indulgence and conscientiousness with which he had presided over this important Committee for the past three years. His expressions of thanks were addressed not only to Mr. Pabon personally but to his country, which, as was well known, provided support to the Organisation in many ways, including extremely generous contributions to several technical co-operation programmes. But this morning's tributes were intended mainly for Mr. Pabon himself.

Mr. Pabon (Government, Netherlands) thanked the Director-General and the spokesmen for the Workers and the Employers for their kind words, as well as his colleagues for their trust and patience. It had been an honour for his country and for himself to preside over the Committee, but, as he had had occasion to say while doing so, the Chairman was in the hands of the Committee.

Interpretation was now available in seven languages, but it took more than that to enable real understanding to be achieved, and in this Committee there had indeed been a very good understanding, which was an equally good sign for the Organisation. He wished also to thank the secretariat for its excellent work in the production of Committee papers and reports.
Mr. Lindner had regretted that the Committee was losing its Chairman. He wished for his part to express his sadness at the loss of a very good friend and colleague, Mr. John Woolgar.


At this point Mr. Muhr (Worker, Federal Republic of Germany; Worker Vice-Chairman) took over the Chair, apologising on behalf of Mr. Ouko, who, for health reasons, did not feel able to continue.

ELEVENTH ITEM ON THE AGENDA

Composition and agenda of standing bodies and meetings¹

First paper

Mr. Morozov (Government, USSR), while not voicing any objection to the proposals for the new composition of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers, asked whether, when new members were being recruited, the Office consulted the regional groups in order to achieve a balanced composition. If such consultations had not taken place, he hoped that his remarks would be taken into account in future.

The representative of the Director-General (Mr. Jain, Deputy Director-General) said that since this was a Joint Committee of the ILO and UNESCO, the practice had been for the secretariats of the two organisations to consult each other to ensure a balanced composition from the standpoint both of geographical distribution and of adequate attention to the interests of the profession, on the workers' side in particular. It was in the light of these detailed consultations that the present proposals had been put forward, in full agreement with the Director-General of UNESCO.

Mr. Morozov (Government, USSR) indicated that he was satisfied with the explanation.

Mr. Mehta (Worker, India) said that the Workers were in general agreement and endorsed the points for decision.

The Governing Body adopted the recommendations in paragraphs 8 and 9 of the paper.

¹ See also fourth sitting.

8056R/v.3
Announcement by the Canadian Government

Mr. Protti (Government, Canada), recalling the invitation extended in March by the Canadian Minister of Labour for the Twelfth Conference of American States Members of the ILO to be held in Canada in 1985, had pleasure in announcing that the Conference would take place in Montreal in September. The choice of Montreal had certain historical connotations as the headquarters of the ILO had been transferred there during the Second World War. Canada had already had the honour of hosting the Conference in 1966, and was looking forward to doing so again. He assured his colleagues and friends from other parts of the region that they would be given a warm welcome.

The Chairman (Mr. Muhr) thanked Mr. Protti for his announcement. He was sure that the Governing Body would join him in thanking the Canadian Government for its generous offer.

TWELFTH ITEM ON THE AGENDA

Symposia, seminars and similar meetings

Mr. M'Polo (Government, Angola) expressed the satisfaction and gratitude of the five Portuguese-speaking African countries to the Director-General and the Governing Body for acceding to their request for a subregional seminar on national and international labour standards. They had made this request because they were convinced, first, that government officials in their young countries needed to familiarise themselves with ILO standards and activities in general, and second, that any action taken in this direction should be repeated at regular intervals to take account of the rapid turnover of officials which characterised government departments. One source of satisfaction was the number of participants proposed by the Office, which was large enough to allow attendance not only by Ministry of Labour officials but also by staff from other ministries called upon to work with the Ministry of Labour. He was sure this first experiment would be a success, and assured the Governing Body that his Government would do everything it could to help. He must point out, however, that August was not the month agreed upon with the representative of the Office - the regional adviser on standards. But that was a minor point, and he would be taking it up direct with the Office.

Mr. Oechslin (Employer, France; Employer Vice-Chairman) said that it was always difficult to evaluate the general balance of meetings on the basis of a document covering only a limited period of time, but the Employers did feel some concern in relation to two aspects - tripartism and geographical distribution. On the first score he wished to thank the Director-General and his colleagues - Mr. Jain in particular - for the substantial efforts they had made to enhance the tripartite character of meetings in general. But there were two or three expressions in the report which he found ambiguous: for instance, the reference in paragraph 22 to participation by representatives of employers' and workers' organisations in the implementation of CIADFÖR's programmes. Perhaps it had deliberately been left unclear, but in the case of an activity like this, financed out of the regular budget, the Employers wanted to be sure that both parties were on an equal footing. On the question of geographical distribution, it seemed from this and other papers that there were not many meetings involving Arab countries. His Arab colleagues had expressed justified concern on this point.
On the last page of the paper, mention was made of the Inter-regional Tripartite Round Table on International Migration (Arab and Asian countries). At the last session of the Governing Body, at the request of the Employers and certain governments, the geographical area covered by this round table had been enlarged and it had been decided to invite Tunisia so as to include the Arab countries of North Africa. Since it was to be a tripartite round table, the Employers had assumed that the Tunisian delegation would be tripartite. They subsequently learned that there would be no tripartite delegations, but that each of the three parties would be choosing a certain number of representatives. It thus appeared that only a Government representative would be attending from Tunisia, which would upset the balance. The Employers wondered whether this could be put right by inviting Tunisia to send a tripartite delegation.

Mr. Nasr (Employer, Lebanon) recalled that he had previously expressed the hope that when seminars and similar meetings were to be held in subregions of Asia, delegates from other parts of Asia would be invited to attend. In the case of some of the meetings due to take place in southern Asia, the presence of delegates from western Asia would help to create closer links. This had been agreed to in principle, and he hoped it could be put into practice.

The Director-General, in answer to Mr. Oechslin, said that since in Tunisia tripartism was a thoroughly familiar concept, it should not be difficult to arrange for a tripartite delegation to attend the meeting in question. He had been assured that the slight additional cost involved could be absorbed, so the Office would take this matter in hand.

Mr. Nasr's remark was quite logical in view of the vast size of the Asian and Pacific region. He and his colleagues would go through the list to see what could be done to put this proposal into effect in the case of at least some meetings. It would also be borne in mind when planning future meetings.

The representative of the Director-General (Mr. Jain, Deputy Director-General) said on the last point, which had already been the subject of exchanges in the Governing Body, that the Office was keeping the matter very carefully under review and every meeting was examined from the standpoint to which Mr. Nasr had referred. Already on two or three occasions last year, West Asian countries had been invited to meetings in other parts of Asia, and such participation was planned also for the round table on migration that had been mentioned. However, an increasing number of meetings were being organised for more limited groups of countries; for example, plans were in hand for two seminars confined to the West Asian countries - one on international labour standards and one on workers' education. Bearing all this in mind, he felt that progress was being made towards increased participation by West Asian countries in the regional activities of the Organisation.

The Governing Body took note of the paper.
THIRTEENTH ITEM ON THE AGENDA

Report of the Director-General

I. Obituary

The Chairman (Mr. Muhr) drew the Governing Body's attention to the fact that Part I of the report announced the death of several persons who had been closely associated with the ILO. He was sure the Governing Body would wish the Director-General to offer its condolences to their families.

Mr. Oechslin (Employer, France; Employer Vice-Chairman), speaking on behalf of his group, commented that Sir Frederick Leggett was of course part of the history of the Organisation and there must be few people present who had known him personally. His death was a reminder that in the past the Organisation had been confronted with difficulties at least as great as those it was facing now, and being Chairman of the Governing Body could not have been much easier in 1937-38 than it was today.

The Employers had also been grieved to learn of the death of Judge Isaac Forster, an eminent citizen of Senegal and a great legal expert whose advice was so prized and needed.

Mr. Woolgar was someone they had all come in contact with in one way or another. He had always had a talent for coming up with compromise solution in order to get round a difficulty, with a touch of humour to accompany his firmness, and the Employers had looked forward to continuing to receive his help from time to time after his retirement.

They hoped the Director-General would convey their condolences to the families of these three distinguished ex-members of the Governing Body.

Mr. Mehta (Worker, India) associated the Workers with the tributes already paid. Sir Frederick Leggett had been one of the pioneers in the field of industrial relations, while Judge Isaac Forster had rendered valuable services in connection with the application of international labour standards, especially in non-metropolitan countries.

Mr. Woolgar, of course, had been much nearer to them and his death was a great shock. He would always be remembered in connection with the Industrial Activities Committee, especially for his sense of humour, which had always come to the rescue even in difficult situations.

The Workers requested the Director-General to convey their sympathy to the families of the deceased. They would also like to take the opportunity to pay tribute to Mr. Lagergren, although he was not mentioned in the paper. The Workers had been looking forward to a long period of further service on his part to the Organisation - he had been known for his integrity and his knowledge, and would be greatly missed. The Workers again requested the Director-General to convey their condolences to his family.

---

1 See also third sitting.
Dr. Haase (Government, Federal Republic of Germany) said it was always painful to pay one's last respects to departed friends and colleagues, particularly when one had been in their company only recently. Mr. Malintoppi, to whom tributes had been paid the previous day, was one of these. So was Mr. Lagergren, who had had a particularly heavy burden to shoulder this year in view of the subject chosen as the theme of the Conference. The memory of Mr. Woolgar too was very fresh in the minds of most members of the Governing Body, who had known him and appreciated his fairness and talent for launching new ideas. The other two colleagues who had died were part of the history of the ILO. Sir Frederick Leggett had been the eighth Chairman of the Governing Body, and Mr. Oechslin had been quite right to point out that the year before the outbreak of war was no easy time in which to chair the Governing Body. Judge Isaac Forster had chaired a committee which had accomplished very important work. He offered his condolences to the families and colleagues of all five men.

Mr. Polites (Government, Australia) took the floor with great sadness to associate his colleagues and himself with the expressions of regret at the untimely death of Ian Lagergren. He had known and worked with him almost throughout his period of service in the Organisation, during which time he had demonstrated firmness of conviction, absolute integrity and an unbending standard of fairness and impartiality in his dealings with all those with whom he came in contact. He had been a most worthy holder of one of the most difficult posts in the Office, and the cause of international labour standards had lost a champion. Mr. Polites extended the deepest sympathy of his colleagues and himself to Mr. Lagergren's widow and family.

Mr. Robinson (Government, United Kingdom) associated his Government with the remarks made about the former colleagues who were being remembered at this moment. Sir Frederick Leggett had indeed been an outstandingly able public servant and he was sure that the Governing Body could have found no abler person to preside over its affairs in those difficult pre-war days. It was timely to remember that previous Governing Bodies had had their problems too and that these had eventually been overcome. He did know some former colleagues of Sir Frederick's who had personal recollections not only of his high abilities but also of his very human qualities and sense of humour.

Of course, he was more immediately touched by the very sad and unexpected death of Mr. Woolgar, who had been a very close colleague of his for some years. Mr. Woolgar had had a profound conviction in the possibility of social advancement through full international discussion, and that underlay his deeply personal commitment to the work of the ILO, which went far beyond what would normally be expected from someone in an official position. Mrs. Woolgar and his family would indeed be comforted by the warm sympathy expressed today.

In addition, he was sure that all members of the Government group shared the feeling of great loss expressed with respect to Mr. Lagergren's death. It was a great blow to the Organisation, and the Governing Body's sympathy should be conveyed to Mrs. Lagergren.

The Director-General wished to associate the Office with the tributes paid to Sir Frederick Leggett, Judge Isaac Forster and Mr. John Woolgar. In the paper before the Governing Body, the Office had tried to highlight the exceptional qualities of these three men and the remarkable contribution each had made to the Organisation. Of course, Mr. Woolgar was still present in the minds of all who had come in contact with him, and his relations with the Director-General and his colleagues had always been marked by courtesy, kindness and a sense of humour.
He was touched by the tributes paid by the Governing Body to the memory of Mr. Lagergren, and took the opportunity of thanking all the many countries and members of the Governing Body that had sent messages at the time of Mr. Lagergren's death. He had been impressed at the time by the number and the warmth of these messages. Mr. Lagergren's death had come as a great shock to his colleagues, particularly as it had occurred at the beginning of the session of the Committee of Experts on the Application of Conventions and Recommendations, and only a few days after his return from an extremely important and difficult mission to the Middle East. The Director-General would not fail to pass on the Governing Body's kind messages to Mrs. Lagergren, and he was sure they would help to ease her grief.

Mr. Konate (Government, Senegal) expressed his Government's gratitude to the Governing Body for the tribute it had paid to the memory of Judge Isaac Forster, who had left his mark on the history of Senegal, and perhaps that of the International Court of Justice and other institutions concerned with international law. He had been one of the architects of Senegal's independence, and had headed its Supreme Court. The Government of Senegal was proud of the appreciation of his qualities expressed by the Governing Body.

The Chairman (Mr. Muhr) was convinced that all members of the Governing Body would wish to associate themselves with the words of homage and sympathy that had been spoken and request the Director-General to convey to the families of the deceased the condolences of the whole Governing Body.

The Governing Body adopted the recommendations in paragraphs 4, 8 and 12 of the report.

II. Composition of the Governing Body, Governing Body Committees and various bodies

III. Progress of international labour legislation

IV. Internal administration

V. Publications and documents

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

First Supplementary Report

Complaints concerning the observance by Panama of the Officers' Competency Certificates Convention, 1936 (No. 53), the Repatriation of Seamen Convention, 1926 (No. 23), and the Food and Catering (Ships' Crews) Convention, 1946 (No. 68), made by the Government of France under article 26 of the ILO Constitution

The Chairman (Mr. Muhr) was sure that all members of the Governing Body would be pleased to note the favourable developments that were taking place as a result of the technical co-operation supplied to Panama.
Mr. Ventejol (Government, France) welcomed the adoption of two presidential decrees to give effect to Conventions Nos. 53 and 68, and hoped they would be implemented in the near future. It was sensible to send a mission to assist the Government in its task, as experience had shown the effectiveness of this method, reflecting as it did a common desire to make rapid progress. His Government would be reviewing the matter in due course.

Mrs. Aizpurua Perez (Government, Panama) emphasised the difficulty of putting into practice the decrees now adopted to give effect to Conventions ratified some time ago. Now that 412 inspectors had been appointed specifically for the purpose it could be said that Convention No. 68 was being applied. The assistance currently requested was for the implementation of the Convention on officers' competency certificates, which was a very important matter as every country with a large merchant fleet would know. It was not very pleasant for a country to have accusations made against it, but if the accusations were accompanied by an offer to help put matters right, that made it quite different.

The Chairman (Mr. Muhr) said that after hearing the statements made by these two Government representatives, all members of the Governing Body should be convinced that the procedures developed in the ILO could work if there was good will on the part of all concerned. It was an encouragement to follow the same procedure in other cases.

The Governing Body took note of the report.

Second Supplementary Report

Procedure for the appointment of Conference committees

Mr. Oechslin (Employer, France; Employer Vice-Chairman) requested that it be placed on record that the Employers' group had taken no part in the decisions arising out of this document.

The Governing Body adopted the recommendations in paragraphs 3, 4 and 5 of the report.

Third Supplementary Report

First report of the Officers of the Governing Body: Representation made by the Confederation of Private Employers of Bolivia under article 24 of the ILO Constitution alleging non-observance by Bolivia of the Minimum Wage-Fixing Machinery Convention, 1928 (No. 26), and of the Minimum Wage-Fixing Convention, 1970 (No. 131)
Fourth Supplementary Report

Second report of the Officers of the Governing Body: Representation made by the General Confederation of Portuguese Workers under article 24 of the ILO Constitution alleging non-observance by Portugal of the Forced Labour Convention, 1930 (No. 29), the Labour Inspection Convention, 1947 (No. 81), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Protection of Wages Convention, 1949 (No. 95), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Abolition of Forced Labour Convention, 1957 (No. 105), the Labour Inspection (Agriculture) Convention, 1969 (No. 129), the Holidays with Pay Convention (Revised), 1970 (No. 132) and the Workers' Representatives Convention, 1971 (No. 135)

The Chairman (Mr. Muhr) said that in accordance with the procedure for the examination of representation, these two reports would have to be considered at a private sitting, which would take place that afternoon.

Mrs. Aizpurua Perez (Government, Panama) requested that when the Governing Body considered the representation concerning Bolivia (Third Supplementary Report), the representative of Bolivia be allowed to speak.

Mr. Charry Samper (Government, Colombia) seconded this proposal.

The Clerk of the Governing Body said that under article 7 of the Standing Orders concerning the procedure for the examination of representations under articles 24 and 25 of the Constitution of the ILO, it was in order for a representative of the Government of Bolivia to participate in the discussion as to the receivability of a representation concerning that country.

Fifth Supplementary Report

Third report of the Officers of the Governing Body: Requests from non-governmental international organisations wishing to be represented at the 70th (1984) Session of the Conference

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

Sixth Supplementary Report

Proposals concerning the International Reports on the Prevention and Suppression of Dust in Mining, Tunnelling and Quarrying

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

The sitting closed at 1.00 p.m.
At this sitting, which was held in private, the Governing Body discussed, under the thirteenth item on the agenda (Report of the Director-General), the Third Supplementary Report (First report of the Officers of the Governing Body: Representation made by the Confederation of Private Employers of Bolivia under article 24 of the ILO Constitution alleging non-observance by Bolivia of the Minimum Wage-Fixing Machinery Convention, 1928 (No. 26), and of the Minimum Wage Fixing Convention, 1970 (No. 131)), and the Fourth Supplementary Report (Second report of the Officers of the Governing Body; Representation made by the General Confederation of Portuguese Workers under article 24 of the ILO Constitution alleging non-observance by Portugal of the Forced Labour Convention, 1930 (No. 29), the Labour Inspection Convention, 1947 (No. 81), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Protection of Wages Convention, 1949 (No. 95), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Abolition of Forced Labour Convention, 1957 (No. 105), the Labour Inspection (Agriculture) Convention, 1969 (No. 129), the Holidays with Pay Convention (Revised), 1970 (No. 132), and the Workers' Representatives Convention, 1971 (No. 135)).

In accordance with article 14, paragraph 4, of the Standing Orders of the Governing Body, the minutes of this sitting are issued separately.
The sitting opened at 3.55 p.m. with Mr. Oechslin in the Chair.

The Chairman (Mr. Oechslin) announced that the Committee which the Governing Body had set up at its 223rd Session (May-June 1983) to examine the above representation, composed of Mr. Malintoppi, Government member and Chairman, Mr. Verschueren, Employer member, and Mr. Svenningsen, Worker member, had adopted its report. As a result of the untimely death of Mr. Malintoppi, Mr. Verschueren would present the report to the Governing Body at its 228th Session (November 1984).

TENTH ITEM ON THE AGENDA

Report of the Committee on Multinational Enterprises

Mr. Maier (Worker, Austria) commended the Office for the information it had assembled for the Committee and underlined the importance attached by the Workers to the promotion of the Tripartite Declaration. They strongly supported the use of the Workers' Education Programme and other training-related programmes, as well as the regional and other advisory services, to spread knowledge and provide assistance to that end. As indicated in paragraph 8 of the report, he had proposed, on behalf of the Workers, that the Director-General open a register in which multinational enterprises could indicate their adherence to the principles set out in the Declaration.

For the triennial reporting period covering 1983-85, he had suggested that it would be useful if a small group of experts could be appointed to analyse the reports summarised by the Office prior to their examination by the Committee. He had also suggested that any comments relating to multinationals that might be made in reports on ratified or unratified Conventions should automatically be transmitted to the Bureau of Multinational Enterprises with a view to inclusion in the material submitted to the Committee.

Mr. Flunder (Employer, United Kingdom) expressed the Employers' acceptance of the report. The Committee's work had been greatly facilitated by the excellent documentation provided by the Office. The Employers were firmly committed to an extensive programme of activities to promote the use and observance of the Declaration and in that very connection, as reflected in the report, had reservations about the register which Mr. Maier had referred to.
The Governing Body adopted the recommendation in paragraph 34 of the report.

FOURTEENTH ITEM ON THE AGENDA

Report of the Tripartite Conference on Apartheid

(Lusaka, 4-8 May 1984)

Mr. Muhr (Worker, Federal Republic of Germany; Worker Vice-Chairman), in the absence of Mrs. Carr, Worker Vice-Chairman of the Tripartite Conference, expressed the Workers' heartfelt thanks to the Government and the employers' and workers' organisations of Zambia for the holding of the Conference, which had provided a further opportunity for condemnation of the odious system of apartheid and for seeking ways and means of supporting the struggle against it. As the report would be discussed at the forthcoming Conference, he limited his remarks to expressing on behalf of the Workers their great satisfaction at the genuine tripartism which existed in Zambia, and which could well serve as an example to many other countries.

Mr. Lindner (Employer, Federal Republic of Germany), on behalf of the Employers, likewise expressed thanks to the Government and the employers' and workers' organisations of Zambia for their hospitality and looked forward to the publication of the report.

Mr. Haschke (Government, German Democratic Republic) also associated himself with the expressions of gratitude to the Government of Zambia, while observing that thanks were due not only for the facilities provided but also for the remarkable opening address by the President of Zambia, which had greatly influenced the Conference's work. The fact that there had been no change in the policy of apartheid of South Africa called for an intensification of international action, including increased assistance to the front-line States and the national liberation movements. He supported the Conference's conclusions, which would reinforce the 1981 Declaration, and considered that the Conference had been a success.

Mr. Zimba (Worker, Zambia) had been particularly happy to be involved in the preparations for holding the Conference in Zambia. The recent manoeuvres of the South African Government to bring about good relations with its neighbours could not disguise the fact that the underlying cause of violence in that area was the intransigence of the policy of apartheid in South Africa itself. The Conference had dealt in depth with specific measures to be undertaken by the ILO in continuing to combat that detestable system. Since its independence, Zambia had made great sacrifices in an attempt to bring about a change in the region. Tribute was due to the participants from all three groups who had helped to make the Conference a success. The task now confronting them was to see to it that its conclusions were translated into action.

Mr. David (Worker, Malaysia) took strong exception to the fact that, at a time when the international community was up in arms against the system of apartheid and condemning it to the hilt, certain governments had extended an invitation to the Prime Minister of South Africa to visit their countries. Whatever might be the reasons for thus honouring the South African regime, all freedom-loving people who believed in the concept of human dignity could only deplore such an initiative.
The Governing Body adopted the recommendation in paragraph 3 of the Office paper.

SIXTH ITEM ON THE AGENDA

Reports of the Programme, Financial and Administrative Committee

FIRST REPORT

The Governing Body adopted the recommendation in paragraph 25 of the report.

Mr. Morozov (Government, USSR) considered the Committee's review of the activities of the Turin Centre, particularly the agreement with the Government of Italy concerning the Centre's future financing, to have been over-hasty. It was unfortunate that because of the late availability of the documents, the Committee had not been able to analyse thoroughly all the implications of the agreement. Nevertheless, it had decided to recommend the Governing Body to approve the agreement without amendment. The normal procedure would have been for the agreement to be discussed by the Governing Body before, rather than after, its signature. It appeared to involve financial obligations, the scope of which was difficult to establish and in respect of which member States had not been consulted. The Governing Body should therefore postpone approval until November in order to give governments time to examine it with due care. Should the agreement be approved at the present session, his Government would wish to reserve its position.

Mr. Sow (Worker, Mauritania) did not agree that the Committee had taken a hasty decision on the agreement since, as the report showed, the question had been discussed at length. The Workers welcomed the new measures taken at the Centre under the leadership of Mr. Galer, as well as the excellent relationship which had been established with the staff representatives. In view of the divergences of opinion which had arisen, he reiterated the statement he had made in the Committee (summarised in paragraphs 32 to 39 of the report) concerning voluntary contributions, the need for greater emphasis on rural development, courses on international labour standards, the financing of the Centre, and the agreement with the Italian Government, while at the same time appealing to the Government and Employer members not to postpone approval of the latter. Otherwise, it was doubtful whether the Italian Parliament would be able to ratify it before the end of the year. Those who urged postponement should be prepared to authorise the Director-General to make alternative proposals to offset under the regular budget any consequential shortfall in the Centre's financing.

Mr. von Holten (Employer, Sweden) said that the Employers' original reservations as to the financial implications of the agreement had been dispelled after hearing the explanations given by the representative of the Director-General, as had their reservations concerning the second paragraph of article 2. The group was therefore prepared to accept the agreement. As was clear from the report, the Employers had also expressed their views on various aspects raised by the external auditor, and had underlined the need for further integration of the Centre within the ILO's training programmes. They had every confidence in Mr. Galer, and their remarks had simply been intended to assist him in his task.
Mr. Haschke (Government, German Democratic Republic) said that he was unable to take a position on the agreement either in the Committee or the Governing Body since its financial implications first required to be thoroughly examined. He asked that his Government's reservations be recorded in the minutes.

Mr. Georget (Employer, Niger) associated himself with Mr. von Holten's remarks. He reminded the Governing Body that some 18 years had elapsed since the developed countries had formally stated that if the Turin Centre could be of use to the developing countries for the improvement of their human resources, they would be prepared to finance it by means of voluntary contributions. The Centre had now proved its worth in meeting the developing countries' training requirements, and should be fully integrated into the activities of the Organisation. He appealed to governments, as well as to the UNDP and the specialised agencies concerned, not to let the Italian Government continue to bear the main financial burden.

Subject to the reservations of the representatives of the Governments of the USSR and the German Democratic Republic, the Governing Body adopted the recommendation in paragraph 66 of the report.

Mr. Falchi (Government, Italy) expressed appreciation of the comprehensive manner in which the Committee's discussion had been reported. Nevertheless, in view of the tone and content of certain statements concerning the new agreement, he was obliged, on instructions from his Government, to make a number of observations. Although it had become apparent, as the discussion developed, that the criticisms were based to a certain extent on inadequate knowledge of the agreement and its antecedents, that did not alter the fact that they were in any case quite misplaced, since under the new agreement the total contribution of the Italian Government would together with local contributions be nearly doubled to about $5 million annually. Statements such as that just made by Mr. Georget would have been most welcome during the earlier discussion. But instead, misgivings had been expressed that the Italian Government did not appear sufficiently "bound" by the new agreement, and attempts made to lay down - to use the eloquent terms of Mr. Sow - what form its generosity should take. In passing, he wished to commend the constructive position taken by the Workers' group throughout the discussion.

As he had pointed out previously, those who set out to criticise appeared to base their position on the strange assumption that the Centre, which was an international centre of the ILO located in Turin, should remain the almost exclusive responsibility of the host Government as far as its financing was concerned. According to the same assumption, the demands that could be made on that one government were unlimited, whereas it was not expected to ask for anything in return, not even for the use of Italian at the Centre. Further, it had been implied that the agreement was not satisfactory because it did not automatically guarantee that any deficit would be covered by the Italian Government alone. However, now that the Centre was on a firm footing and was generally recognised to be a useful and effective tool for training, the principal cause of any possible deficit would be the underutilisation of its facilities, which could only occur if there were an inadequate number of fellowships. Those who criticised while at the same time advocating the training of trainers might therefore wish to ensure - should their government or organisation be unwilling to make an ad hoc contribution to the Centre in favour of the developing countries - that their multi-bilateral technical co-operation programmes included a number of fellowships for study at the Centre. If the utilisation of the Centre's facilities could be permanently kept above 80 per cent there would be little risk of a deficit occurring.
In conclusion, he informed the Governing Body, first, that the Italian Government would have no objection to the transfer of the Centre to any other member State which was prepared to guarantee the free provision of all necessary facilities, an appropriate industrial environment and a cash contribution, amounting in all to approximately $5 million a year and, second, that the conclusion to be drawn from this experience was that in future a better balance should be struck between the Organisation's financial participation and the solitary efforts of the Italian Government. If, as had been suggested by Mr. Georget on behalf of the Employers, the ILO were to assume financial responsibility for the Centre and integrate it fully into its regular activities, the Italian Government would be delighted to see the end of a situation in which it was pilloried by those who had themselves done nothing to assist the Centre's operation.

He had the impression that the Director-General had also experienced a certain bitterness during the Committee's discussion. If it was any consolation, the Italian negotiators of the agreement had been subjected to even harsher criticism at home. In all fairness, he had to admit that there was greater justification for the criticism of the Italian negotiators, since the Director-General and his colleagues had indeed concluded an agreement that was unequal — but unequal in favour of the Organisation. That only went to show that the more one did, the less it was appreciated.

Mr. Villalobos (Employer, Venezuela) wished, in view of the statement just made by Mr. Falchi, to explain the position he had taken at the meeting of the Board of the Centre. Having been asked to examine the new agreement from the technical point of view, he had, in so doing, compared it with the previous agreements and had detected a basic weakness in that the contribution of the Italian Government was to be used for the Centre's general expenses, with no mention of expenditure on training activities. However, he had also made it clear that although no figure was given for the Italian contribution after 1985, the fundamental interests of all concerned were so closely intertwined that a way would certainly be found to reach an agreement that would ensure the continued progress of the Centre. He had added that the agreement constituted a challenge to all ILO member States as well as to the other international organisations to support the work of the Centre and give it the truly international dimension and backing it deserved. Neither he nor any other members of his group had thought that the Italian contribution was insufficient or sought to detract from the credit that the Government had deserved throughout so many years of sustained support. He therefore wished, on his behalf and that of the Employer members of the Board of the Centre, to express their determination to support the Centre as an international advanced training institute and their clear recognition of the great and indeed irreplaceable support being furnished by Italy.

Mr. Muhr (Worker, Federal Republic of Germany; Worker Vice-Chairman) felt that the reservations expressed in the Committee had been largely due to the difficulty of grasping fully the exact implications of a rather complicated document in such a short time. The Office should bear this experience in mind in future when submitting similar agreements involving long-term commitments for the Organisation. Had the explanations by the representative of the Director-General been given earlier in the discussion, no doubt a number of adverse comments would not have been made, as was borne out by the fact that the agreement had met with general approval in the present discussion. He therefore hoped that Mr. Falchi would reconsider whether these adverse comments made during the earlier phase of the discussion were really directed at the Centre or the Italian Government. The Workers were grateful to the Government for having eliminated in the new agreement certain shortcomings which had created difficulties in the past. It was the
positive aspects of the discussion which should be kept to the fore, and undue
importance should not be attached to unavoidable misunderstandings.

Mr. Georget (Employer, Niger) commented that the Employers' observations
had been intended to facilitate the task of the new Director and improve the
Centre's effectiveness as a training tool for the developing countries. Since 1979, no one could have defended the Centre more staunchly than the
Employers, even in the face of a desire to close it down. Although the
situation now seemed satisfactory, it was nevertheless necessary to sound a
word of warning. It was dangerous to leave major responsibility for the
Centre's operation to a single government and he therefore appealed to the
other ILO member States to support it also. The views expressed in paragraph
57 of the report remained valid and had been made with the intention of
enabling the Centre better to serve the interests of the developing
countries. The Employers would always be ready to assist the Director of the
Centre and the Director-General to that end. After all the efforts that had
gone into making the Centre an instrument for international co-operation, it
was distressing to hear Mr. Falchi talk of transferring it elsewhere.

Mr. Fasanya (Government, Nigeria) recalled that when he had been a fellow
at the Centre some 11 years previously, there had been no shortage of
participants, and he was therefore puzzled to learn, after the Centre had been
in existence for some 20 years, that it was not working to full capacity. In
view of the substantial expenditure incurred on improvements and equipment, an
investigation should be made in order to ascertain the reasons for the present
reduction in the number of students. As regards the possibility raised by
Mr. Falchi that the Centre could, if need be, be moved out of Turin, he wished
to assure the Italian Government that the developing countries were highly
appreciative of its generous efforts over the past decades to keep the Centre
going. He appealed to the Government to continue its good work.

Mr. Musiko (Government, Kenya) agreed with Mr. Muhr that if the
explanations provided by the representative of the Director-General had been
available at the time the agreement was considered by the Board of the Centre,
much of the lengthy discussion could have been avoided.

The Director-General, referring to Mr. Falchi's remarks, reiterated his
view, reflected in paragraph 42 of the report, that the agreement was a
satisfactory one. Perhaps the Office might have provided more explanations,
but the fact remained that the agreement itself was basically sound. For
1984, the Italian contribution amounted to about $1.9 million, whereas on
1 January 1985, under the new agreement, it would amount to about $3.6
million, or almost double. He had therefore no reason to be bitter.
However, what was to be regretted was the fact that the Centre was
underutilised. The reason was not any lack of candidates for fellowships but
the lack of resources to cover the cost of their attendance. He therefore
repeated his appeal to all member States, and particularly those with large
bilateral assistance programmes, to enter into working arrangements with the
Centre to ensure that its capacity was used to the full. Finally, he
repeated his gratitude to the Italian Government and the authorities of the
Piedmont region and the City of Turin for their constant interest and support
over the past 20 years, as regards not only the Centre itself but
international co-operation generally and the ILO in particular.

Mr. Haase (Government, Federal Republic of Germany), referring to the
report of the United Nations Joint Inspection Unit on the ILO Social Security
Major Programme, regretted that there had not been more time to examine it.
In spite of the criticisms expressed, the report was interesting and its
concluding recommendations bore the stamp of the Office.
As regards the first recommendation, which stated that adequate resources should be allocated to this major programme, it was a fact that, as Mr. Muhr had observed in the Committee and as he himself had pointed out previously, 2 per cent of the ILO's budget was not sufficient for such an important area of work. In his own country, for example, 30 per cent of the national product was devoted to social security. While he recognised the financial constraints, the situation should nevertheless be reviewed.

As regards the second recommendation, he could only agree that better use should be made of ILO expertise, which was substantial. However, the decision to set up an independent expert group to study the future of social security was a sound one. The group, under the chairmanship of Mr. Laroque, had produced an excellent report, entitled "Into the twenty-first century: The development of social security", and it would be interesting to discuss what use should be made of the group's findings. Paragraph 85 of the JIU report referred to the ultimate goal of the harmonisation of social security, but as the ILO experts knew very well, harmonisation would not be achieved either in the present century or even the next. He supported the third recommendation and agreed, as regards the fourth, that more attention should be paid to social security questions in the ILO regional conferences. Perhaps the lack of interest referred to in paragraph 83 of the JIU report could be explained by the fact that social security was so complex that it could only be dealt with by experts, whereas it was mostly representatives of ministries of labour - not normally concerned with social security - who attended ILO bodies.

He did not fully understand the language of the fifth recommendation and would be glad to have an explanation later. The sixth concerned an important point which had frequently been discussed, namely improved co-ordination between the ILO Social Security Department and the International Social Security Association (ISSA). Particular reference had been made to the financial aspects but technical co-operation was equally if not more important. According to the report, the ILO concentrated on the legislative basis for social security schemes, while the ISSA focused on their practical operation. However, no such functional distinction was made in the Report of the Director-General to the Conference, which dealt with the social security activities of each institution separately. These two sections should at least be cross-referenced. But over and above that, further examination of ways and means of improving co-ordination would seem desirable. As for the final recommendation, he was in full agreement with it.

The Governing Body adopted the recommendations in paragraphs 86, 97, 99 and 101 of the report.

SECOND REPORT: PERSONNEL QUESTIONS

The Governing Body took note of the statement by the staff representative contained in paragraphs 2 to 10 of the report.

The Governing Body adopted the recommendation in paragraph 15 of the report.

Mr. Morozov (Government, USSR), while noting that the Committee had decided to defer discussion of the item on recruitment policy and its application in the ILO (United Nations Joint Inspection Unit report) to its November 1984 meeting, felt nevertheless that certain comments were necessary. At the Governing Body's 225th Session (February-March 1984), the Committee had asked the Director-General to submit as soon as possible the JIU
report and his comments thereon, together with proposals for remedying the serious under-representation of certain ILO member States. A number of years had now elapsed since the Office had undertaken to improve geographical distribution, and it was surely wrong that many member States should still have less than the appropriate number of officials on the ILO staff or were not represented at all, while others were heavily over-represented. The socialist countries, for instance, had less than half the desirable number of officials. The fact that a large number of new member States had joined the Organisation in the last few decades called for a radical change in recruitment policy. However, the Office paper made no specific proposals for implementing the JIU report's recommendations and was submitted simply for information. He therefore requested the Director-General to give effect to the decision taken at the 225th Session and to submit at the November session specific proposals to implement those recommendations. The Office's comments on the report gave the impression that the present recruitment situation was perfectly satisfactory. The implication that recruitment policy was not the business of member States was quite unacceptable.

Mr. von Holten (Employer, Sweden) said that, having noted who were the authors of the report, he could understand why certain governments had had earlier access to it than others. The Committee had deferred consideration of the question until November and would then decide what action to take.

Mr. Muhr (Worker, Federal Republic of Germany; Worker Vice-Chairman) wished to sound a word of caution before the November discussion. The Workers could certainly not accept the primacy of the principle of geographical distribution. The ILO as a tripartite Organisation should also include officials from trade union and employers' circles, and if anything was to be deplored it was the fact that so few officials from the trade union movement were recruited to the secretariat. When the Workers nominated a candidate, they took account of qualifications for the job and devotion to the trade union movement rather than nationality.

Mr. Oudovenko (Government, Ukrainian SSR) recalled that his position on recruitment policy had been stated in detail at the 225th Session; it was regrettable that the JIU report had not been discussed at the current session. In that connection, he rejected the insinuation just made by Mr. von Holten. The report had obviously been distributed within the Office, as could be seen from the statement by the staff representative, which included a number of references to it; various members of the Committee had been prepared to discuss it, but did not have the opportunity of doing so. He associated himself with the statement of the representative of the Government of the USSR.

Mr. Russomano (Government, Brazil), referring to the recognition of the jurisdiction of the ILO Administrative Tribunal by the International Office of Epizootics, noted that the latter was the twenty-first organisation to do so. That was a further indication of the Tribunal's prestige, which was due not only to its age but also to its jurisprudence. He could personally attest to this since it had fallen to him to chair the Administrative Tribunal of the Organisation of American States for four years, and he was at present a member of the Administrative Tribunal of the Inter-American Development Bank. These tribunals, as well as those of the United Nations and the World Bank, set great store by the jurisprudence of the ILO Administrative Tribunal, a body which was essential to a balanced relationship between international officials and their organisations. He therefore supported the recommendations in paragraphs 30 and 32 of the report.
The Governing Body adopted the recommendations in paragraphs 30 and 32 of the report.

FIFTH ITEM ON THE AGENDA

Reports of the Committee on Freedom of Association

Mr. Verschueren (Employer, Belgium) reported that the Committee was seized of 110 cases concerning 45 countries in all parts of the world. At its May meeting, it had examined 47 cases, reaching definitive conclusions in 27 and interim conclusions in 20. The Committee had submitted two reports, a general report and one relating specifically to Turkey, in respect of which special constitutional procedures had been invoked.

Referring to the Introduction to the general report, he observed that the cases which the Committee had adjourned included the one concerning Romania (paragraph 7). The Government had stated that a fresh reply would be submitted as soon as possible after the Conference. The Committee accordingly trusted that the reply would enable it to examine the case in full knowledge of the facts. Paragraph 16 concerned a case presented by the Workers' Central Union of Cuba, alleging that workers had been killed or wounded following military intervention in Grenada. The Committee had decided not to proceed with the complaint, noting that it contained no information indicating that the acts to which it referred were expressly aimed at trade unions or their members and that the situation in Grenada had been discussed at the United Nations by the Security Council and the General Assembly, which had passed a resolution on the subject. In paragraph 17, the Committee had addressed appeals to the Governments of Grenada, Guatemala, Morocco and Paraguay to transmit their observations as a matter of urgency. Even if those observations were not received, the Committee would examine the substance of the cases at its next meeting.

Paragraphs 18 to 23 concerned the effect given to the recommendations of the Committee and clearly brought out the positive aspects of its work. The final section of the Introduction was devoted to questions of procedure. The Committee had stressed that its efforts to reach objective conclusions based on the maximum amount of information had been impeded by the failure, on the part of complainant organisations and governments alike, to supply adequate information. The Committee had regretted the reluctance of certain governments to accept the direct contacts procedure, pointing out that, in the majority of cases in which it had been accepted, it had led to better understanding of the problems. The procedure was in no way humiliating, nor was it a form of international investigation; it merely enabled a representative of the Director-General to discuss matters with the parties concerned in an atmosphere of mutual trust. The Committee therefore appealed to governments to respond positively to such proposals. As for the assertions of interference in the internal affairs of a sovereign State, the Committee emphasised that the function of the Organisation was to uphold the principles of freedom of association and protection of the individual. That of the Committee was to promote and defend these rights but not to condemn governments.

Finally, the Committee had, with great sorrow and shock, paid tribute to the memory of Mr. Ian Lagergren.
Mr. Maier (Worker, Austria), speaking on behalf of the Workers, associated himself with Mr. Verschueren's remarks, in particular as regards the urgent appeals addressed in paragraph 17 to the Governments of Grenada, Guatemala, Morocco and Paraguay, and as regards paragraphs 18 to 23. The questions of procedure and general considerations set out in paragraphs 24 to 28 were also of great importance, particularly since special emphasis would be placed on the application of standards at the forthcoming Conference session.

The Workers wished to draw attention to a number of particularly serious cases which involved the murder of trade unionists, namely Cases Nos. 1237 (Brazil), 1155 (Colombia), 953 (El Salvador), 1007 (Nicaragua), 1190 (Peru), and 1216 (Honduras). Attention should also be drawn to the fact that the Committee had addressed some time ago urgent appeals to the Governments of the Central African Republic and Morocco to accept direct contacts missions, but unfortunately so far without success.

Case No. 1261 (United Kingdom) also merited special attention, since it was the first of its kind with which the Committee had had to deal. The Government had offered a cash payment of 1,000 pounds to each member of the staff of the Government Communications Headquarters as an inducement to surrender their right to belong to a trade union. Since 7,000 employees were involved, the Government was thus prepared to spend 7 million pounds of the taxpayers' money for the purpose. He hoped the Governing Body would support the Committee's recommendations.

In the case of the report on the three cases relating to Turkey, it should be pointed out that some of the trade unionists had been under arrest for three-and-a-half years without having been sentenced by a court and faced the threat of the death penalty. In that connection, he drew particular attention to the recommendation in paragraph 42(k).

Finally, he wished to convey the Committee's gratitude and best wishes for the future to three of its members who would not be standing for re-election in the forthcoming Governing Body elections, namely Mr. Verschueren, Mr. Polites and Mr. Issifu.

Mr. Ducray (Government, France), speaking on the basis of his experience as a member of the Committee, commented that it was only through the unstinting collaboration of men of outstanding competence and experience that the Committee was able to work so well. Its reporter and the other two members who would not be seeking re-election all possessed those qualities to the highest degree. It was the combination of those characteristics that was the key to the Committee's effectiveness, which required an ability to look beyond the separate points of view of governments, workers and employers in order to arrive at recommendations which were a practical expression of tripartism. If the Governing Body attached the weight it did to the Committee's recommendations, it was precisely because it recognised the wisdom of their authors. He expressed gratitude to the three Committee members concerned.

TWO HUNDRED AND THIRTY-FOURTH REPORT

Mr. Protti (Government, Canada) stated that his Government had taken note of the Committee's conclusions in paragraph 9. Since the Government's reply was forwarded to the Committee, however, there had been a new development. In his budget speech of 15 February 1984, the Minister of Finance had announced that the wage restraint programme in the public service of Canada would begin to phase out at the end of June 1984 and that mandatory wage controls in the public sector would not be extended.

8060R/v.2

In accordance with paragraph 2 of article 5(bis) of the Standing Orders, the Chairman (Mr. Oechslin) gave the floor to Mr. Utheim, representative of the Government of Norway.

Mr. Utheim (Government, Norway) stated that his Government had not yet had time to study paragraphs 171 to 192 relating to Case No. 1255. However, in its next report on the two Conventions concerned it would develop its views on the Committee's conclusions and recommendations. It would do so with the same positive attitude that it had always had towards the principles of freedom of association and the right to organise and bargain collectively. It would then be possible for the Committee of Experts on the Application of Conventions and Recommendations to take the Government's views and additional information into consideration.

The Governing Body adopted the recommendations in paragraphs 192, 202 and 214 of the report.

Mr. Barnabo (Worker, Togo), referring to Case No. 1135 (Ghana), expressed sincere thanks to the Committee and the Office for the results achieved so far. The Office should continue its efforts in respect of the only matter now outstanding, that of the accounts of exiled trade unionists which still remained frozen, with a view to reaching a fully satisfactory conclusion.

The Governing Body adopted the recommendations in paragraphs 241, 258, 272, 283 and 299 of the report.

Referring to Case No. 1227 (India), Mr. Balakrishnan (Government, India) reiterated that it was the policy of his Government to co-operate fully with the Committee and to respond as promptly as possible to requests for information. With regard to the Committee's recommendations in paragraph 315, his Government wished to make the following comments. On subparagraph (a), it confirmed that the arrests related not to trade union activities but to a law and order situation. On subparagraph (b), police intervention was carried out only to the extent required for the maintenance of law and order in the area and was withdrawn as soon as the situation returned to normal. On subparagraph (c), the case concerned was now before the Supreme Court of India, which had ordered that the retrenched workers should be paid one-third of their total wages as subsistence allowance subject to further adjustment, commencing from the date of retrenchment until the final disposal of the appeal. The Government would continue to keep the Committee informed of developments.

The Governing Body adopted the recommendations in paragraphs 315, 328 and 342 of the report.

Mr. Graham (Worker, United Kingdom), speaking on behalf of the British trade union movement and in particular on behalf of the Council of British Civil Service Unions, which until recently had had the right to represent all the staff at the Government Communications Headquarters (GCHQ), welcomed the Committee's recommendations concerning Case No. 1261 (United Kingdom). The Council of Civil Service Unions would respond to the recommendations and was available for immediate negotiations to find a basis acceptable to all parties in line with the provisions of Convention No. 87. It now expected a similar response from the British Government which, like the trade unions, had always supported the work of the Committee. Failure to respond constructively would leave the Government open to the charge that it applied double standards to
violations of international labour Conventions. The threat of dismissal against trade unionists at the GCHQ unless they signed away their right to belong to a trade union, even when accompanied by a cash incentive, constituted an unacceptable use of State power. It was to be hoped that the Government would be consistent in its approach and demonstrate its commitment to the rule of law by adhering to the Committee's recommendations.

Mr. Robinson (Government, United Kingdom) said that he would not now respond to the previous speaker's remarks, but wished to make a brief statement on behalf of his Government. Before deciding to introduce the measures affecting the GCHQ, his Government had given very careful consideration to its obligations under Conventions Nos. 87, 98 and 151 and had concluded that the measures it proposed did not infringe those obligations in any way. Further consideration of all aspects of the matter in the light of the TUC's complaint to the ILO had fully confirmed the Government in that view. While careful consideration would be given to the Committee's report, it remained the Government's firm view that the action it had taken accorded with all its international obligations, including international labour Conventions.

The Governing Body adopted the recommendations in paragraphs 371, 384, 417, 431 and 444 of the report.

Referring to Case No. 1040 (Central African Republic), Mr. Barnabo (Worker, Togo) regretted the Government's uncooperative attitude and asked the Office to endeavour to obtain explanations from it at the forthcoming session of the Conference and to continue to urge it to accept an on-the-spot mission.

The Governing Body adopted the recommendations in paragraphs 484, 499, 520 and 543 of the report.

Mr. Barnabo (Worker, Togo), referring to Case No. 1201 (Morocco), deplored the fact that police intervention had been used to force the strikers to resume work. The Office should continue its efforts to ensure that those workers who were still suspended were reinstated as soon as possible.

The Governing Body adopted the recommendations in paragraphs 554, 570, 584, 611, 622 and 638 of the report.

TWO HUNDRED AND THIRTY-FIFTH REPORT

The Governing Body adopted the recommendations in paragraph 42 of the report.

Mr. Muhr took the Chair.

SEVENTH ITEM ON THE AGENDA

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

Mr. Polites (Employer, Australia) expressed the Employers' thanks to the Governing Body for having adjourned to its present session consideration of the Standing Orders of the Joint Committee for Postal and Telecommunications
Services to enable the Employers' proposals to be considered. They were grateful for the understanding shown by the Committee in respect of those proposals and supported the point for decision in paragraph 7.

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

EIGHTH ITEM ON THE AGENDA

Report of the International Organisations Committee

Mr. Tata (Employer, India), referring to the discussion on the impact of ILO policies on the United Nations, was dismayed by the statement in paragraph 22 of the report that "the United Nations did not set the same high value on tripartism as the ILO itself", which was surely a saddening conclusion to draw after 65 years of the ILO's existence. He also wondered about the appropriateness of the next sentence of that paragraph, according to which the inclusion of the full employment objective in the International Development Strategy had been inspired by the World Employment Conference.

Everybody regretted the squandering on armaments of immense sums which could have been used for development, but the ILO could do little beyond heightening awareness of the problem. The current Office studies on disarmament might usefully be expanded to find out: (a) what percentage of the GNP of the developing countries was being spent on armaments and how far that aggravated poverty; and (b) the number of workers employed in the armaments industry all over the world, so as to be able to assess the effects that disarmament would have on employment. He supported the recommendation in paragraph 48 that the Governing Body appoint a tripartite delegation to the Fourth General Conference of UNIDO, and reiterated his views, as expressed in paragraph 52, concerning the International Conference on Population.

Mr. Brown (Worker, United States) noted that this was the first time the Committee had had before it a report on the impact of ILO policies on the United Nations. He had found the report useful and felt that the practice should continue. In the six areas of major current concern that had been selected for analysis (the framing of the international development strategy for the Third United Nations Decade, the draft International Convention on the Rights of All Migrant Workers and their Families, multinational enterprises, the environment, the policy of apartheid in South Africa, and the supervision of the application of the Human Rights Covenants) it appeared that, in varying degree, the ILO had achieved a certain impact. As had been pointed out, the absence of tripartite consultation was a major cause of failure to implement many of the decisions taken in the United Nations. The Workers attached particular importance to the ILO's involvement in the supervision and application of the Human Rights Covenants. Although the results were still rather meagre, the ILO should continue to concern itself with this work which, despite assertions to the contrary, was clearly within its competence. In the report on the 38th Session of the United Nations General Assembly, the statement by the President of the Assembly concerning the proliferation of resolutions merited particular attention: on peace and disarmament alone, for example, 36 resolutions had been adopted. The ILO was certainly concerned with peace and disarmament but, as pointed out in the report, the international community would no doubt come closer to that objective if citizens throughout the world had the right to demand that their governments
act in a responsible manner. The Committee had also considered the problems of youth and the Workers had urged that the ILO make a special effort to implement the resolutions concerning International Youth Year and the rights of young people. They had expressed reservations about the proliferation of international decades and suggested that it was time to tackle concrete problems instead. The importance of involving workers and management in decisions about international trade, development and North-South relations had also been underlined, since otherwise the political will to implement them would be lacking. The Committee had likewise dealt with the protection of performers, producers of phonograms and broadcasting organisations, a particularly important problem in view of its international dimensions. The Workers had urged that the ILO continue its efforts to promote the principles of tripartite consultation in its joint action with the other agencies concerned. They had expressed the view that, in addition to collective agreements, legislative action was called for in order to give this group of workers the protection they needed.

As regards forthcoming issues of concern to the ILO, he supported the proposal that the Governing Body send a tripartite delegation to the Fourth General Conference of UNIDO, the attention of which should be drawn to the conclusions on social aspects of industrialisation adopted by the Conference in 1983. Referring to the International Conference on Population, an area in which the ILO had achieved a certain amount of success, he noted that trade unions had long been active in this field. A draft resolution had been submitted by Workers' delegates to the 70th Session of the Conference which he trusted would be adopted. Finally, the Committee had considered the Revision of the IAEA/ILO Manual on Radiological Safety in Uranium and Thorium Mines and Mills. It had been suggested, in view of the highly technical nature of this manual, that a popular version should also be produced.

Mr. Morozov (Government, USSR) repeated his dissatisfaction at the late issue of papers for the Committee, in particular the delay in providing information on the decisions of the United Nations General Assembly. He had taken note of the explanations given by Mr. Bolin at the Governing Body's last session, but it had been his understanding that the Committee would have before it at the present session specific proposals in response to resolutions which were of direct interest to the ILO or which addressed matters of universal concern. Mr. Falchi had rightly referred to the need for a better operational link between the ILO and the United Nations, but how could that be established when the Committee did not receive the necessary documents in time? He expressed deep disappointment at the fact that, in spite of a direct appeal in resolution 38/188J, the ILO had not prepared a report on arms limitation and disarmament. Nor had proposals been made in response to resolutions 38/22 and 38/23 on youth or a number of other important resolutions. That seemed to point to a lack of interest in dealing with topical questions of crucial importance for the workers.

The Committee had also examined a paper with a very ambitious title, namely the impact of ILO policies on the United Nations. No doubt the authors had been well intentioned, but it did not appear constructive for the ILO to involve itself in questions which were rather the business of the United Nations and the Economic and Social Council. It was unfortunate that the paper gave the impression that the ILO supervisory machinery was perfect, whereas certain aspects were known to be in need of extensive improvement.

At its 225th Session, the Governing Body had examined the ILO sectoral report on the review and appraisal of the implementation of the International Development Strategy for the Third Development Decade and had decided to transmit it to the United Nations, where it had been examined by the Committee.
on the review and appraisal of the IDS in April-May. However, the Office had apparently not seen fit to inform the Committee about the reception given to that report in the UN Committee. Had it done so, the Committee would have had a better idea of how the ILO's decisions were reflected in the United Nations.

Finally, when decisions were taken by the United Nations concerning the specialised agencies, it was the practice for the Secretary-General to inform the executive heads concerned in writing. Although in other organisations such communications were customarily brought to the attention of their executive councils, the ILO Governing Body unfortunately did not see them. Did the Secretary-General perhaps forget to send them to the ILO? If so, the Governing Body should be informed so that its members could take the matter up in the United Nations.

Mr. Batiouk (Government, Ukrainian SSR) recalled his position concerning the 38th Session of the United Nations General Assembly, which was recorded in paragraph 35 of the report. The session had adopted numerous resolutions concerning questions of interest to the ILO, such as human rights, disarmament, youth employment and training, etc., and he associated himself with those who considered that General Assembly resolutions should be submitted to the February meeting of the Committee. Moreover, the Committee should not simply be informed of the resolutions, but as was the practice in other organisations, should also have before it proposals for acting upon them, thus enabling it to perform its basic function of recommending ILO action to complement that of the other organisations in the UN system.

The Director-General noted that, as could be seen from the report, Mr. Bolin had already provided a good deal of information in reply to questions raised in the Committee, some of which had been repeated in the present discussion. Replying to Mr. Morozov's question concerning the outcome of the discussion of the ILO sectoral report in the Committee on the review and appraisal of the IDS, he observed that the importance which the Office attached to the review and appraisal exercise could be judged from the fact that it had been represented at a very high level - by Mr. Jain - who had taken an extremely active part in the proceedings and had provided the Committee with additional information concerning areas of ILO competence, in particular employment. As Mr. Morozov was no doubt aware, the Committee had not yet finished its work, so it had clearly not been possible for its report to be submitted to the Governing Body at the current session. That would of course be done in the normal way in November. As already stated by Mr. Bolin, the Office attached great importance to what was discussed in the United Nations and ensured that the Committee and Governing Body were systematically kept informed on important developments in the UN system.

Mr. Tata had voiced doubts as to the ILO's impact on the United Nations, but the fact was that, in contrast to its predecessors, the current International Development Strategy contained precise objectives relating to such important social aspects of development as employment, human resources, child labour, conditions of work and life, participation, etc. The significant progress achieved in integrating social objectives into development policy was due to unremitting efforts by the Office, with the support of the Governing Body, throughout the lengthy preparatory stages of the drafting of the Strategy. Moreover, at the March 1984 meeting of the United Nations Administrative Committee on Co-ordination, he had submitted a paper on employment and development which, needless to say, fully reflected ILO policy. It had been received with considerable interest in the Committee, and its effectiveness as the ILO's contribution to the international community's discussion of the subject could be judged from the
fact that the Secretary-General had asked that it be distributed to the Committee for Development Planning. These were two examples of the way in which the ILO, while not pretending to have carried weight in all the numerous decisions taken by the General Assembly, had undoubtedly influenced a number of important decisions in areas of basic concern to it.

The Governing Body adopted the recommendations in paragraphs 48 and 59 of the report.

ELEVENTH ITEM ON THE AGENDA

Composition and agenda of Standing Bodies and meetings

Second paper

The Governing Body adopted the recommendations in paragraphs 4, 7, 11, 17, 19, 21, 24 and 28 of the Office paper.

TRIBUTES TO MR. GROVE, MR. ISSIFU, MR. MASHASI, MR. POLITES, MR. PROKHOROV, MR. DE SILVA AND MR. VERSCHUEREN

Mr. Oechslin (Employer, France; Employer Vice-Chairman) referred first to the forthcoming departure of Mr. Verschueren and Mr. Polites, two colleagues who, as had already been mentioned, had made an outstanding contribution to the work of the Committee on Freedom of Association, as well as in many other spheres of the Organisation's activities. Although very different in style, outlook and language, Albert Verschueren and George Polites had in common a certain philosophy of industrial relations, based on their belief in the reconciliation of the interests of employers and workers through dialogue, which had earned them the respect of the Governing Body. He also paid tribute to Mr. David Grove, another colleague who would not be seeking re-election. Mr. Grove had been the first representative of the United States employers following that country's return to the Organisation and had played an important role in the re-establishment of relations. Finally, thanks were due to Mr. de Silva, representative of the employers of Sri Lanka, who was also leaving. Mr. de Silva had rendered valuable service as the Employers' spokesman in the Conference Committee on Apartheid. All these colleagues, as well as those who were leaving on the Workers' side, had been inspired by a genuine commitment to the Organisation.

Mr. Mehta (Worker, India) associated the Workers with what Mr. Oechslin had just said. The Workers, for their part, were sorry to lose Mr. Issifu, Mr. Mashasi and Mr. Prokhorov, and wished to extend to these colleagues their thanks and admiration for their hard work and co-operation.

1 See also second sitting.
The Director-General, in associating himself and his colleagues with the tributes just paid by Mr. Oechslin and Mr. Mehta, expressed gratitude for the exemplary working relations that had existed with each of the departing Governing Body members, which had been characterised by mutual respect, courtesy, devotion and tolerance. They were sincerely sorry to see them go.

TRIBUTES TO MR. CORDOVA, MR. CUNIN AND MR. MEGEVAND

The Director-General also wished to thank three officials who were leaving the Office after many years of service. First, Mr. Robert Cunin, who, as Clerk of the Governing Body and Chief of the Official Relations Branch, had been a familiar figure to its members and had served the Organisation with outstanding devotion and zeal. Another official who was leaving was Mr. Efren Cordova, Deputy Chief of the Industrial Relations and Labour Administration Department, a very able expert, who had undertaken many important missions for the Organisation, most recently to study the trade union and industrial relations situation in Spain. The third official was Mr. Jean-Louis Mégevand, who, having been in charge of the payments authorisation section, was well known to many Governing Body members and had been a model of devotion and courtesy. On behalf of his colleagues and the Governing Body, the Director-General expressed deep gratitude to these three officials and wished them a very happy retirement.

CLOSING OF THE SESSION

The Chairman (Mr. Mubr) noted that this was the last time the Governing Body was meeting in its present composition. He was sure that had Mr. Ouko been able to be present he would have made a point of conveying his gratitude to all members of the Governing Body who were leaving. On Mr. Ouko's behalf, therefore, he thanked all whose hard work and co-operation over the last three years had contributed to the success of the Governing Body's deliberations and tendered them his very best wishes for the future.

The session was declared closed at 9.30 p.m.
LISTE ALPHABETIQUE DES PERSONNES PRESENTES A LA SESSION
ALPHABETICAL LIST OF PERSONS ATTENDING THE SESSION
LISTA POR ORDEN ALFABETICO DE LAS PERSONAS PRESENTES EN LA REUNION

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
TS = Suppléant travailleur - Worker substitute - Suplente trabajador
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)
EA = 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)
GACT = Conseiller technique gouvernemental (membre adjoint) - Government adviser (deputy member) - Consejero técnico gubernamental (miembro adjunto)
EACT = Conseiller technique employeur (membre adjoint) - Employer adviser (deputy member) - Consejero técnico empleador (miembro adjunto)
TACT = Conseiller technique travailleur (membre adjoint) - Worker 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.
OI = 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
GI = Gouvernement invité au titre de l'article 24 ou 26 de la Constitution - State Member invited in accordance with article 24 or 26 of the Constitution - Estado Miembro de la Organización invitado en virtud del artículo 24 ó 26 de la Constitución
GACT AGUIRRE GALLARDO, Luis, Sr., tercer secretario, Misión permanente de Panamá en Ginebra (Panamá).

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

GACT AIZPURUA PEREZ, Itzia, Sra., primer consejero, Misión permanente de Panamá en Ginebra (Panamá).

OI AKBIL, Semih, Mr., Representative to the UN Organisations in Geneva (Food and Agriculture Organisation of the United Nations).

ONG AKUMU, James Dennis, Mr., Secretary-General (Organisation of African Trade Union Unity).

GCT AL ANSARI, Abdulla, Mr., First Secretary, Permanent Mission of Bahrain in Geneva (Bahrain).

GCT AL MAJED, Ebrahim, Mr., First Secretary, Permanent Mission of Bahrain in Geneva (Bahrain).

G AL SHAKAR, Karim E., H.E., Ambassador; Permanent Representative of Bahrain in Geneva (Bahrain).

GS AL-HINDAWI, Soliman, Mr., Director-General, Department of International Labour Relations, Ministry of Manpower and Vocational Training (Egypt).

EA AL-JASSEM, A., Mr. (Kuwait), Assistant Director-General, Kuwait Chamber of Commerce and Industry.

GNM ALBALATE LAFITA, Joaquin, Sr., agregado laboral, Misión Permanente de España en Ginebra (España).

G ALBEDA, W., Mr., Former Minister of Social Affairs; representative of the Government of the Netherlands on the Governing Body (Netherlands).

G ALEMAN SALVADOR, Mario, S.E., Embajador; representante permanente del Ecuador en Ginebra; representante del Gobierno del Ecuador ante el Consejo de Administración (Ecuador).

G ALFARARGI, Saad, H.E., Ambassador; Permanent Representative of the Arab Republic of Egypt in Geneva (Egypt).

GCT ALVAREZ de, Bessie, Sra., primer secretario, Misión Permanente de Colombia en Ginebra (Colombia).

GA ANDERSEN, Niels Ole, Mr., Head of the International Relations Division, Ministry of Labour; representative of the Government of Denmark on the Governing Body (Denmark).

OI ANSAR-KHAN, H., Mr., Senior Liaison Officer, Center Against Apartheid (United Nations).

EA APPADURAI, E.S., Mr. (Sri Lanka).

EA ARBESSER-RASTBURG, M., Mr. (Austria).

GCT ARCE MORA, María Angélica, Sra., tercer secretario, Misión Permanente de México en Ginebra (México).
GAS ARCURI, Juan José, Sr., primer secretario, Misión Permanente de la República Argentina en Ginebra (Argentina).

GCT AREVALO, Ciro, Sr., tercer secretario, Misión Permanente de Colombia en Ginebra (Colombia).

GS ASAHI, Hideaki, Mr., First Secretary, Permanent Mission of Japan in Geneva; substitute representative of the Government of Japan on the Governing Body (Japan).

GNM ASLUND, Anders, Mr., First Secretary, Permanent Mission of Sweden in Geneva (Sweden).

GNM ASTROM, Henrik, Mr., Assistant Director, Ministry of Social Affairs and Health (Finland).

GS BALAKRISHNAN, B., Mr., First Secretary, Permanent Mission of India in Geneva (India).

GNM BALOIU, Petre, M., premier secrétaire, Mission permanente de Roumanie à Genève (Romanie).

GACT BALOYI, R. Mr., Director of Occupational Health, Safety and Worker Compensation, Ministry of Labour, Manpower Planning and Social Welfare (Zimbabwe).

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

TA BARNABO, Nangbog, M. (Togo), Secrétaire général, Confédération nationale des travailleurs du Togo (CNTT).

GAS BATIOUK, Victor G., M., représentant permanent de la RSS d'Ukraine à Genève; représentant suppléant du gouvernement de la RSS d'Ukraine au Conseil d'administration (RSS d'Ukraine).

GNM BEDIRI, Hichem, M., chef de service, ministère des Affaires sociales (Tunisie).

GCT BEKEMA, T., Mr., Assistant Secretary, Department of Industrial Relations (Australia).

GNM BEL HADJ HASSINE, Sadok, M., directeur de la coopération internationale au ministère des Affaires sociales (Tunisie).

TA BEN-ISRAEL, G., Mr. (Israel), Member of the Executive Bureau, Histadrut (Federation of Labour in Israel).

GNM BERTELLO, Giuseppe, Monseigneur, conseiller, Mission permanente du Saint-Siège à Genève (Saint-Siège).

GNM BETTON, V.E., Miss, First Secretary, Permanent Mission of Jamaica in Geneva (Jamaica).

GNM BIGGAR, J.D., Mr., First Secretary, Permanent Mission of Ireland in Geneva (Ireland).

OI BITTER, I., Mr., Human Rights Officer, Centre for Human Rights (United Nations).
TA BLONDEL, Marc, M. (France), secrétaire confédéral de la Confédération générale du travail Force ouvrière (CGT-FO).

ONG BLEUX, Flor, M., secrétaire général adjoint (Confédération mondiale du travail).

GCT BOHR, Klaus, Mr., Counsellor, Permanent Mission of the Federal Republic of Germany in Geneva (Federal Republic of Germany).

GNM BONETTI, Angelina, Sra., primer secretario, Misión Permanente de la República Dominicana en Ginebra (República Dominicana).

OI BOURGOIS, Pierre, Mr., Assistant Administrator and Director, UNDP European Office (United Nations Development Programme).

GAS BOURLARD, M., M., conseiller du ministre de l'Emploi et du Travail (Belgique).

T BROWN, I., Mr. (United States), Director, Department of International Affairs of the AFL-CIO.

GA BRIKI, Yahia, M., ministre plénipotentiaire, Mission permanente de la République algérienne démocratique et populaire à Genève (Algérie).

TA BRIKI, Youcef, M. (Algérie), secrétaire de l'Union générale des travailleurs algériens.

G BRILLANTES, Hortencio J., H.E., Ambassador; Permanent Representative of the Philippines in Geneva (Philippines).

GNM BRUAAS, Odd, Mr., Senior Counsellor, International Relations Division, Ministry of Local Government and Labour (Norway).

GS BRUNETTA, Renato, M (Italie).

GNM BURSZTEJN-LAVIGNE, Mercedes, Sra., ministro consejero, Misión Permanente de la República Dominicana en Ginebra (República Dominicana).

GCT CAMBY, Carine, Mlle., attaché, Mission permanente de la France à Genève (France).

GCT CAMPBELL, N., Mr., First Secretary, Permanent Mission of Australia in Geneva (Australia).

GS CARON, L., Mme, directrice des relations internationales, ministère du Travail (Canada).

GCT CARTIER, Jean-Louis, M., administrateur civil, Division des relations internationales, ministère des Affaires sociales et de la Solidarité (France).

GACT CHANAIWA, D., Mr., Director of Employment and Employment Development, Ministry of Labour, Manpower Planning and Social Welfare (Zimbabwe).

G CHARRY SAMPER, Héctor, S.E., Embajador; representante permanente de Colombia en Ginebra; representante del Gobierno de Colombia ante el Consejo de Administración (Colombia).

GACT CHEN SU, Marfa, Sra., consejera económica, Misión permanente de Panamá en Ginebra (Panamá).
G CHIBA, Kazuo, H.E., Ambassador Extraordinary and Plenipotentiary; Permanent Representative of Japan in Geneva; representative of the Government of Japan on the Governing Body (Japan).

GCT CHOUDHURY, Liaquat Ali, Mr., Second Secretary, Permanent Mission of Bangladesh in Geneva (Bangladesh).

GAS CHRISTIAN, L.K., Mr., First Secretary, Permanent Mission of Ghana in Geneva (Ghana).

GAS CLOESEN, J., M., conseiller adjoint, Département des relations internationales, ministère de l'Emploi et du Travail (Belgique).

GNM CRADDOCK, M., Mr., Attaché, Permanent Mission of Ireland in Geneva (Ireland).

T CUEVAS, T., Sr. (Colombia), Secretario General, Organización Regional Interamericana de Trabajadores.

GNM DANIELI, David, Mr., First Secretary, Permanent Mission of Israel in Geneva (Israel).

GA DARSA, Irawan, H.E., Ambassador; Permanent Representative of Indonesia in Geneva (Indonesia).

GS DAS, H.P., Mr., Director, Ministry of Labour, Employment and Rehabilitation (India).

GAS DAVEREDE, Alberto Luis, Sr., consejero, Misión Permanente de la República Argentina en Ginebra (Argentina).

TA DAVID, V., Mr. (Malaysia), Secretary-General, Malaysian Trades Union Congress.

GCT DE MAIO, Enrico, M., conseiller, Mission permanente de l'Italie à Genève (Italie).

GCT DE MELO, Carmelito, Sr., secretario, Misión Permanente del Brasil en Ginebra (Brasil).

T DELPINO, Juan José, Sr. (Venezuela), Presidente, Confederación de Trabadores de Venezuela.

EA DESCHAMPS, Albert, Mr. (Canada), Canadian Manufacturers' Association.

G DESHMUKH, B.G., Mr., Secretary, Department of Labour, Ministry of Labour, Employment and Rehabilitation; representative of the Government of India on the Governing Body (India).

GCT DHAVERNAS, Daniel, M., conseiller, Mission permanente du Canada à Genève (Canada).

GS DIALL, Arsiké, M., directeur du Travail et des Lois sociales (Mali).

G DIARRA, Mamadou Samba, M., conseiller technique au ministère du Travail et de la Fonction publique (Mali).

GS DIMOND, J.M., Miss, Principal, Department of Employment (United Kingdom).
DjermaKoye, A., Mrs., External Relations and Inter-Agency Affairs Officer (United Nations).

GACT
Djubaedah, Djudju, Miss, Third Secretary, Permanent Mission of Indonesia in Geneva (Indonesia).

T
Dolan, C.O., Mr. (Australia), President, Australian Council of Trade Unions.

GS
DoraIs, Michel, M., Directeur général, politiques et liaison, ministère du Travail (Canada).

GNM
Dowek, Ephraim, H.E., Ambassador Plenipotentiary; Permanent Representative of Israel in Geneva (Israel).

GCT
Du Zhongying, Mr., First Secretary, Permanent Mission of the People's Republic of China in Geneva (China).

GS
Dubey, Muchkund, H.E., Ambassador; Permanent Representative of India in Geneva (India).

GS
Ducray, Gabriel, M., directeur du Travail, ministère des Affaires sociales et de la Solidarité nationale; représentant suppléant du gouvernement de la France au Conseil d'administration (France).

Oi
Dufour, C., Mr., Attaché, member of the Delegation in Geneva (Commission of the European Communities).

Oi
El Hajje, Osman, M., attaché, Délégation permanente à Genève (Ligue des Etats arabes).

GNM
El Masdur, Farag, M., conseiller, Mission permanente de la Jamahiriya arabe libyenne à Genève (Jamahiriya arabe libyenne).

Oi
El May, Moncef, S.E., ambassadeur, observateur permanent à Genève (Ligue des Etats arabes).

Oi
El-Telawi, Adnan Khalil, M., chef, Délégation permanente à Genève (Organisation arabe du travail).

Oi
Elmiger, P.M., Miss, External Relations Officer, Co-ordination with other Organisations (World Health Organisation).

TCT
Engelen-Kefer, U., Mrs., Chief of Division, Executive Board, German Confederation of Trade Unions (DGB); accompanying Mr. Muhr.

GNM
Eriksson, Christer, Mr., First Secretary, Ministry of Labour (Sweden).

EA
Escobar Padron, Jairo, Sr. (Colombia), vicepresidente (Asuntos Sociales y Laborales), Asociación Nacional de Industriales.

G
Falchi, Giovanni, S.E., Ambassadeur; représentant du gouvernement de l'Italie au Conseil d'administration (Italie).

Oi
Fall, I.D., Mr., Technical Officer, Programme Support Services, Office for Europe (United Nations Children's Fund).

Oi
Farag, Aziz, Mr., Senior Labour Officer (Organisation of African Unity).
GNM FARES, Salem Abdul Sheikh, M., ministre plénipotentiaire, Mission permanente de la République démocratique populaire du Yémen à Genève (Yémen démocratique).

G FASANYA, J.O., Mr., Chief Labour Officer (Labour Attaché), Permanent Mission of Nigeria in Geneva (Nigeria).

ONG FAUCHERE, Béatrice, Mme, bureau de Genève (Confédération mondiale du travail).

GA FERNANDEZ BALLESTEROS, Carlos, Sr., Ministro, representante permanente adjunto del Uruguay en Ginebra (Uruguay).

E FLUNDER, D.J., Mr. (United Kingdom), Chairman, International Labour Committee, Confederation of British Industry.

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

G FRANCISCO, Maria Noémia Luís, Mme, directeur du Département juridique (Mozambique).

GACT FUNES-NOPPEN, C., Mme, premier secrétaire, Mission permanente de la Belgique à Genève (Belgique).

OI GAHAM, A.H., Mr., Human Rights Officer, Centre for Human Rights (United Nations).

GS GALLEGOS LOPEZ, Sergio, Sr., consejero, Misión Permanente de México en Ginebra; representante suplente del Gobierno de México ante el Consejo de Administración (México).

GCT GARCIA GARCIA, Oscar, Sr., segundo secretario, Misión Permanente de Venezuela en Ginebra (Venezuela).

OI GAUTIER, M.-L., Mrs., Reports Officer, Programme Support Services, Office for Europe (United Nations Children's Fund).

E GEORGET, Henri, M. (Niger), entrepreneur.

OI GOMEZ del PRADO, José L., Mr., Secretary, Committee for the Elimination of Racial Discrimination, Centre for Human Rights (United Nations).

GNM GROTH, Carl-Johan, Mr., Minister Plenipotentiary, Deputy Permanent Representative of Sweden in Geneva (Sweden).

E GROVE, David L., Mr. (United States), President, United States Council for International Business.

T GRAHAM, J.A., Mr. (United Kingdom), General Secretary, The Civil and Public Services Association.

GCT GREGG, Jennifer A., Miss, Second Secretary, Permanent Mission of the United States in Geneva (United States).

GCT GU Chongzhi, Mr., Officer, Bureau of Foreign Affairs, Ministry of Labour and Personnel (China).

GAS GUIDOBONO, Rubén, Sr., Ministerio de Trabajo (Argentina).
GAS GUTEMA, Hannah, Mrs., Head, International Relations, Ministry of Labour and Social Affairs (Ethiopia).

GA GYI, Maung Maung, H.E., Ambassador; Permanent Representative of Burma in Geneva; representative of the Government of the Socialist Republic of the Union of Burma on the Governing Body (Burma).

G HAASE, Winfrid, Mr., Head of Department, Federal Ministry of Labour and Social Affairs; representative of the Government of the Federal Republic of Germany on the Governing Body (Federal Republic of Germany).

OI HABENICHT, H., Mr., Chief, Department of Planning, Liaison and Research (Intergovernmental Committee for Migration).

GCT HAGEN, Kees, Mr., Deputy Chief of the International Social Affairs Division, Department for International Affairs, Ministry of Social Affairs and Employment (Netherlands).

EA HAK, Cornelie, Miss (Netherlands), Chief, International Social Affairs Division, Netherlands Council of Employers' Federation.

GNM HALFAOUI, Mostafa, M., deuxième secrétaire, Mission permanente du Royaume du Maroc à Genève (Maroc).

ONG HAMERNIK, Emilian, M., chef du Département pour les relations avec les Nations Unies (Fédération syndicale mondiale).


GCT HARE, Robert C., Mr., Labor Attaché, Permanent Mission of the United States in Geneva (United States).

G HASCHKE, Herbert, Mr., Deputy Permanent Representative of the German Democratic Republic in Geneva; Substitute Representative of the German Democratic Republic on the Governing Body (German Democratic Republic).

GNM HAYES, Francis Mahon, H.E., Ambassador; Permanent Representative of Ireland in Geneva (Ireland).

GCT HELDRING, Alexander, Mr., Counsellor, Permanent Mission of the Netherlands in Geneva (Netherlands).

ES HIGHLAND, A. Cory, Mr., United States Council for International Business; personal substitute for Mr. Grove.

GCT HILBURN, Paul, Mr., Deputy Director for International Labor and Industrial Affairs, Bureau of International Organization Affairs, Department of State (United States).

GNM HILL, K.G.A., H.E., Ambassador; Permanent Representative of Jamaica in Geneva (Jamaica).

EA HOLTEN von, Johan, Mr. (Sweden), Director, Swedish Employers' Confederation.
GCT HOSSAIN, Syed Noor, Mr., Counsellor, Permanent Mission of Bangladesh in Geneva (Bangladesh).

OI IDOUX, M., Mr., Senior Adviser on Training and Employment Programmes, UNDP European Office (United Nations Development Programme).

GNM ILIC, Zagorka, Miss, Counsellor, Permanent Mission of Yugoslavia in Geneva (Yugoslavia).

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

T ISSIFU, A.M., Mr. (Ghana), Former Secretary-General, Ghana Trades Union Congress.

GNM IVRAKIS, Constantin, M., premier conseiller, représentant permanent adjoint de la Grèce à Genève (Grèce).

GACT JORDAO, Manuel, M., attaché (questions sociales et du travail), Mission permanente du Portugal à Genève (Portugal).

GS JOUKOV, A.D., M., représentant permanent adjoint de l'URSS à Genève (URSS).

GCT KAITCHOUK, M.A., M., troisième secrétaire, Mission permanente de l'URSS à Genève (URSS).

GCT KALOUCHEV, Georgi, M., directeur, Comité du Travail et des Affaires sociales (Bulgarie).


GCT KANTCHEV, Kantcho, M., spécialiste auprès du Comité du Travail et des Affaires sociales (Bulgarie).

ONG KAPARTIS, Costas, Mr., Deputy Secretary-General (International Organisation of Employers).

GACT KAREMBA, R., Mr., Chief Industrial Relations Officer, Ministry of Labour, Manpower Planning and Social Welfare (Zimbabwe).

GA KEBEDE, Kassa, H.E., Ambassador, Permanent Representative of Ethiopia in Denmark in Geneva (Ethiopia).

EA KHAN, M. Morshed, Mr. (Bangladesh).

GS KIRIANOV, Y.I., M., chef de département des relations extérieures, Comité d'Etat du travail et des questions sociales du Conseil des ministres de l'URSS (URSS).

GNM KIRUBANATHAN, J.D., Mr., Labour Attaché, Permanent Mission of Malaysia in Geneva (Malaysia).

GAS KIS, István, M., premier secrétaire, Mission permanente de la République populaire hongroise à Genève; représentant suppléant du gouvernement de la Hongrie au Conseil d'administration (Hongrie).
KNOX, W.J., Mr. (New Zealand), President, New Zealand Federation of Labour.

KONATE, Samba Cor, M., conseiller, Mission permanente du Sénégal à Genève (Sénégal).


KOUZMINE, V., Mr., Liaison Officer with International Organisations (International Co-operative Alliance).

LABRADOR RUBIO, Teófilo, Sr., consejero, Misión Permanente de Venezuela en Ginebra (Venezuela).

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

LACASA ASO, José María, Sr. (España), Director del Departamento de Relaciones internacionales, Confederación Española de Organizaciones Empresariales (CEOE).

LAGASSE, R., Mr., Secretary-General (International Organisation of Employers).

LAURBERG, Hans Christian, Mr., Labour Attaché, Permanent Mission of Geneva (Denmark).

LAURIJSSEN, E., Mr., Assistant Director, Geneva Office (International Confederation of Free Trade Unions).

LAVAL, Antoine, M., chargé de mission auprès du Président du Conseil économique et social (France).

LAWTON, Paul, Mr., Director, Division of Co-ordination (World Health Organisation).

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

LI Luye, H.E., Ambassador, Permanent Representative of the People's Republic of China in Geneva (China).

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

LINSENMAYER, Tadd, Mr., Director, Office of International Organizations, Bureau of International Labor Affairs, Department of Labor; substitute representative of the Government of the United States on the Governing Body (United States).

LISSITSKY, Vladimir, Mr., External Relations and Inter-Agency Affairs Officer (United Nations).

LIU Youjin, Mr., Deputy Director, Bureau of Foreign Affairs, Ministry of Labour and Personnel (China).
LOHRMANN, R., Mr., Research and Liaison Officer, Department of Planning, Liaison and Research (Intergovernmental Committee for Migration).

LOMBERA PALLARES, Enrique, Sr., Director General de Asuntos Internacionales de la Secretaría del Trabajo y Previsión Social (México).

LOPEZ NOGUEROL, Osvaldo, S.E., Embajador; representante permanente de la República Argentina en Ginebra (Argentina).

LOPEZ OLIVER, Alberto, S.E., Embajador; representante permanente de Venezuela en Ginebra; representante del Gobierno de Venezuela ante el Consejo de Administración (Venezuela).

LUNA, Luis A., Sr., primer secretario, Misión Permanente de Colombia en Ginebra (Colombia).

LUTHAN, Julian, Mr., Head, Bureau of Public Relations, Department of Manpower (Indonesia).

M'POLO, Wuta, M., directeur, Département des relations internationales, ministère du Travail et de la Sécurité sociale (Angola).

MAHDI, Rafat, Mr., Counsellor, Permanent Mission of Pakistan in Geneva (Pakistan).

MAIER, H., Mr. (Austria), Adviser, Austrian Confederation of Trade Unions.

MALKO, Youri, M., deuxième secrétaire, Mission permanente de la RSS d'Ukraine à Genève (RSS d'Ukraine).

MARTINEZ, Santos Néstor, Sr., ministro plenipotenciario, Misión Permanente de la República Argentina en Ginebra (Argentina).

MARTINS da CRUZ, António, M., conseiller, Mission permanente du Portugal à Genève; représentant suppléant du gouvernement du Portugal au Conseil d'administration (Portugal).

MARTON, Tamás, M., chef de département au Bureau d'État du travail et des salaires; représentant du gouvernement de la Hongrie au Conseil d'administration (Hongrie).

MASHASI, E.J., Mr. (Tanzania), Deputy Secretary-General, JUWATA.

MATSUI, Tatsuro, Mr., Assistant Minister for International Labour Affairs, Ministry of Labour; substitute representative of the Government of Japan on the Governing Body (Japan).

MATSUMOTO, H., Mr., Head, Inter-Agency Co-ordination, External Affairs Division (Office of the United Nations High Commissioner for Refugees).

McCARTHY, A.J.B., Mr., Counsellor, Permanent Mission of Ghana in Geneva (Ghana).

MEDRANO VALDERRAMA, J.A., S.E., Embajador; representante permanente de Panamá en Ginebra (Panamá).

MEHTA, Kanti, Mr. (India), Vice-President, Indian National Trade Union Congress.
GNM MELAS, Heinz Michael, Mr., Head of Division, Federal Ministry for Social Administration (Austria).

GNM MELESCANU, Teodor, M., conseiller, Mission permanente de Roumanie à Genève (Romanie).

TA MENDOZA, D.T., Mr. (Philippines), President, Trade Union Congress of the Philippines.

GA MICHEL, M., inspecteur, ministère de la Fonction publique, du travail et des Lois sociales (Madagascar).

TCT MITYAYEV, Ivan I., M. chef de service, section internationale, Conseil central des syndicats; accompagnant M. Prokhorov.

GCT MOMAL, Jean-Marie, M., conseiller des affaires étrangères, Mission permanente de la France à Genève (France).

GNM MONTENEGRO, Fanny, Sra., directora de relaciones internacionales, Ministerio del Trabajo (Nicaragua).

GCT MOROZOV, V.M., M., chef de section au ministère des Affaires étrangères de l'URSS (URSS).

GS MORSHEDE, A.K.H., H.E., Ambassador; Permanent Representative of Bangladesh in Geneva (Bangladesh).

GA MOTHOBI, Buzwani Donald, Mr., Permanent Secretary, Ministry of Labour, Manpower Planning and Social Welfare; representative of the Government of Zimbabwe on the Governing Body (Zimbabwe).

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

T MUHR, Gerd, Mr. (Federal Republic of Germany), Vice-President, German Confederation of Trade Unions (DGB); Vice-Chairman of the Governing Body.

EA MUNGA-wa-NYASA, M. (Zaïre), administrateur délégué, Association nationale des entreprises zaïroises.

OI MUNTASSER, B., Mr., Principal Liaison Officer (United Nations Fund for Population Activities).

GS MUSIKO, John O., Mr., Assistant Labour Commissioner, Ministry of Labour (Kenya).

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

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

GCT NEKIPELOV, D.S., M., conseiller, Mission permanente de l'URSS à Genève (URSS).

GCT NICOLAS, Erlinda, Miss, Attaché, Permanent Mission of the Philippines in Geneva (Philippines).

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

OPLE, Luis V., Mr., Information Attaché, Permanent Mission of the Philippines in Geneva (Philippines).


OUDOVENKO, Gennadi J., M., vice-ministre des Affaires étrangères; représentant du gouvernement de la RSS d'Ukraine au Conseil d'administration (RSS d'Ukraine).

OUKO, R.J., Dr., Minister for Labour; representative of the Government of Kenya on the Governing Body; Chairman of the Governing Body of the International Labour Office (Kenya).

OWUOR, T.D., Mr. (Kenya), Executive Director, Federation of Kenya Employers.

PABON, Jan, Mr., Director, Department for International Affairs, Ministry of Social Affairs and Employment; substitute representative of the Government of the Netherlands on the Governing Body (Netherlands).

PACE, John, Mr., Senior Officer, Centre for Human Rights (United Nations).

PADOLECCHIA, S.P., Mr., Assistant to the Special Representative of the Executive Director in Geneva (United Nations Industrial Development Organisation).

PALACIOS SERRANO, Julián Ignacio, Sr., secretario, Misión Permanente de España en Ginebra (España).

PATHMARAJAH, A., Mr., Special Representative of the Executive Director in Geneva (United Nations Industrial Development Organisation).

PEREZ, Francisco, Sr., consejero, Misión Permanente de Chile en Ginebra (Chile).

PEREZ-ARGUELLO, G., Mr., Associate Liaison Officer, Geneva (United Nations Fund for Population Activities).

PEROV, V., Mr., Chief, External Relations Unit (United Nations Conference on Trade and Development).

PETERSON, David, Mr., Senior Policy Adviser, Office of Economic Policy, Department of Commerce (United States).

PETROV, Petar, M., vice-président du Comité du Travail et des Affaires sociales (Bulgarie).

POLITES, G., Mr. (Australia), CMG, MBE, Confederation of Australian Industry, Industrial Council.
GACT PRAYITNO, Bambang, Mr., Attaché, Permanent Mission of Indonesia in Geneva (Indonesia).


G PROTTI, Raymond, M., Sous-ministre adjoint, politiques, ministère du Travail (Canada).

GA QUARM, S.E., H.E., Ambassador; Permanent Representative of Ghana in Geneva (Ghana).

G RABBANI, K.M., Mr., Secretary, Ministry of Labour and Manpower (Bangladesh).

GNM RAIVIO, Tuuli, Ms., First Secretary (Social Affairs), Permanent Mission of Finland in Geneva (Finland).

GAS RASOLO, M., directeur du Travail, ministère de la Fonction publique, du Travail et des Lois sociales (Madagascar).

ES RETOURNARD, J.F., M., adjoint au directeur des questions sociales, Conseil national du patronat français; suppléant personnel de M. Oechslin.

GS REYES, Felina, Miss, Labor Attaché, Permanent Mission of the Philippines in Geneva (Philippines).

ONG ROBEL, Blaise, M., représentant permanent (Confédération mondiale du travail).

GCT ROBERTS, Paula, Miss, Second Secretary, Permanent Mission of the United Kingdom in Geneva (United Kingdom).

G ROBINSON, W.R.B., Mr., Under-Secretary, Department of Employment; representative of the Government of the United Kingdom on the Governing Body (United Kingdom).

GACT ROCHA PIMENTEL, José Manuel da, M., directeur général du Travail, ministère du Travail (Portugal).

ES RODIE, Raymond Y., M., représentant de la Confédération générale des petites et moyennes entreprises; suppléant personnel de M. Oechslin.

G ROGERS, W.M., Mr., Permanent Secretary, Ministry of Labour, Social Security and Sport; representative of the Government of Barbados on the Governing Body (Barbados).

GCT ROUSKOV, Blagoi, M., conseiller, ministère des Affaires étrangères (Bulgarije).

G RUSSOMANO, Mozart Victor, Sr., profesor, representante del Gobierno del Brasil ante el Consejo de Administración (Brasil).

TCT RYDER, Guy, Mr., International Department, Trade Union Congress; accompanying Mr. Graham.

ONG RYS, Vladimir, M., secrétaire général (Association internationale de la sécurité sociale).
SAID, Najib, M. (Tunisia), conseiller juridique et directeur des Affaires sociales à l'UTICA.

SAKAMOTO, Koichi, Mr., First Secretary, Permanent Mission of Japan in Geneva (Japan).

SALGADO dos SANTOS, Annunciata, Sra., consejero, Ministerio de Relaciones Exteriores (Brasil).

SALMON de la JARA, Rafael, Sr., ministro consejero laboral, Misión Permanente de Perú en Ginebra (Perú).

SANCHEZ MADARIAGA, Alfonso, Sr. (México), Secretario de Relaciones Internacionales, Confederación de Trabajadores de México.

SANCHEZ PEÑA DE LORENZ, Carola, Sra., ministro consejero, Misión Permanente de Bolivia en Ginebra (Bolivia).

SANTOS NEVES, J., Sr. (Brasil), vicepresidente, Confederaçlo Nacional da Indústria (CNI).

SAITO, Hiromi, Mr., Counsellor, Permanent Mission of Japan in Geneva; substitute representative of the Government of Japan in Geneva (Japan).


SEARBY, Robert W., H.E., Ambassador; Department of Labor; representative of the Government of the United States on the Governing Body (United States).

SENE, Alioune, S.E., Ambassadeur; représentant permanent du Sénégal à Genève; représentant du gouvernement du Sénégal au Conseil d'administration (Sénégal).

SERNA, Alfonso de la, S.E., Embajador; representante permanente de España en Ginebra (España).

SHENKORU, Kifle, Mr., Second Secretary, Permanent Mission of Ethiopia in Geneva (Ethiopia).

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

SHYLOVICH, S.N., Mr., Second Secretary, Permanent Mission of the Byelorussian SSR in Geneva (Byelorussian SSR).

SKALLI, Ali, S.E., Ambassadeur; représentant permanent du Royaume du Maroc à Genève (Maroc).

SLAMOVA, Marta, Mrs., Counsellor, Permanent Mission of the Czechoslovak Socialist Republic in Geneva (Czechoslovakia).

SOEWARTO, Mr., Official, Directorate of Programme and Development, Department of Manpower (Indonesia).

SOW, Moussa Demba, M. (Mauritanie), secrétaire administratif, Union des travailleurs de Mauritanie.
GCT SPAANS, Kees, Mr., Policy-adviser of the Department for International Organisations, Ministry of Foreign Affairs (Netherlands).

GCT STOIMENOV, Nikola, M., conseiller, Mission permanente de la République populaire de Bulgarie à Genève (Bulgaria).

GCT SUAREZ MORA, Hugo, Sr., primer secretario, Misión Permanente de Venezuela en Ginebra (Venezuela).

TA SUDONO, A., Mr. (Indonesia), President, All Indonesian Labour Federation.

EA SUMBWE, F.C., Mr. (Zambia), Executive Director, Zambia Federation of Employers.

TA SUNDARAM, M.P., Mr. (Sri Lanka).

ES SUZUKI, Toshio, Mr., Deputy Director, International Division, Japan Federation of Employers' Associations; personal substitute for Mr. Yoshino.

T SVENNINGSEN, John, Mr. (Denmark), International Adviser, Danish Federation of Trade Unions.

GS TAHA, Hamdi, Mr., Counsellor (Labour), Permanent Mission of the Arab Republic of Egypt in Geneva (Egypt).

T TANAKA, Yoshikazu, Mr. (Japan), General Secretary, Japanese Confederation of Labour (DOMEI).

OI TARZI, W.H., Mr., Deputy to the Director-General, Director, External Relations and Inter-Agency Affairs, United Nations Office in Geneva (United Nations).

E TATA, Naval H., Mr. (India), Deputy Chairman, Tata Industries Ltd.

GCT TILTSCH, Renate, Mrs., Third Secretary, Permanent Mission of the German Democratic Republic in Geneva (German Democratic Republic).

TA TIMMER, József, Mr. (Hungary), President, Budapest Trade Union Council.

GAS TIN, Pe Thein, Mr., Deputy Permanent Representative of Burma in Geneva (Burma).

GACT TOUATI, Hadda, Mlle, attaché, Mission permanente de la République algérienne démocratique et populaire à Genève (Algérie).

GNM TRAUTTMANDORFF, Ferdinand, Mr., First Secretary, Permanent Mission of Austria in Geneva (Austria).

GACT TUN, Than, Mr., Second Secretary, Permanent Mission of the Socialist Republic of the Union of Burma in Geneva (Burma).

GNM TURKMEN, Ilter, H. E., Permanent Representative of Turkey in Geneva (Turkey).

GNM URIARTE, Pedro, Sr., consejero, Misión Permanente de Chile en Ginebra (Chile).

GNM UTHEIM, Bjornar, Mr., Minister Counsellor, Deputy Permanent Representative of Norway in Geneva (Norway).
TA VANNI, Raaffaele, M. (Italie), secrétaire général de l'Union italienne de travailleurs de commerce, tourisme et des services (UILTUCS).

GNM VARGAS, Gustavo-Adolfo, S.E., Embajador; représentante permanente de Nicaragua en Ginebra (Nicaragua).

G VENTEJOL, Gabriel, M., président du Conseil économique et social; représentant du gouvernement de la France au Conseil d'administration (France).

E VERSCHUEREN, A., M. (Belgique), directeur général honoraire, Fédération des entreprises de Belgique.

GNM VETTOVAGLIA, Jean-Pierre, M., conseiller, Mission permanente de la Suisse à Genève (Suisse).

E VILLALOBOS, H.G., Sr. (Venezuela), Presidente de la Asociación Nacional de Comerciantes y Industriales y Presidente de la Comisión de Asuntos Laborales y de la OIT de Fedecámaras de Venezuela.

ONG VRIES-REILINGH de, Oscar, Mr., Director, Geneva Office (International Confederation of Free Trade Unions).

GA WALLIN, Michel, M., conseiller au ministère de l'Emploi et du Travail; représentant du gouvernement de la Belgique au Conseil d'administration (Belgique).

GCT WANG Jianbang, Mr., Adviser, Bureau of Foreign Affairs, Ministry of Labour and Personnel (China).

TCT WATANABE, Hinako, Miss, International Department, Japanese Federation of Chemical and General Trade Unions; accompanying Mr. Tanaka.

OI WEBSTER, Aileen B., Miss, IAEA Office in Geneva (International Atomic Energy Agency).

ONG WOLFF, Karl-Heinz, M., trésorier (Association internationale de la sécurité sociale).

OI WYNTER, Jacqueline, Mrs., Head of Liaison Office in Geneva (United Nations Educational, Scientific and Cultural Organisation).

E YLLANES RAMOS, F., Sr. (Mexique), Miembro de la Confederación de Cámaras Industriales de México.

E YOSHINO, Koh, Mr. (Japan), Executive Director, Japan Federation of Employers' Associations (NIKKEIREN).

GA YUMJAV, Shirchinjavyn, Mr., First Secretary, Permanent Mission of Mongolia in Geneva (Mongolia).

GNM ZENGER, André, M., chef du Service des affaires internationales, Office fédéral de l'industrie, des arts et métiers et du travail (Suisse).

G ZERTUCHE MUÑOZ, Fernando, Sr., Subsecretario del Trabajo y Previsión Social; representante del Gobierno de México ante el Consejo de Administración (Mexique).

GCT ZHONG Jiamao, Mr., First Secretary, Permanent Mission of the People's Republic of China in Geneva (China).
GCT ZIESE, Bernhard, Mr., Counsellor, Permanent Mission of the Federal Republic of Germany in Geneva (Federal Republic of Germany).

TA ZIMBA, N., Mr. (Zambia), Secretary-General, Zambian Congress of Trade Unions.

OI ZOUPANOS, T.S., Mr., Deputy to the Director, External Relations and Inter-Agency Affairs, United Nations Office in Geneva (United Nations).